LOYOLA ACADEMY

Details of the outgoing students placed in 2019-20						
S.No.	**Programme**	**Specialization**	**UID**	**Name of the student**	**Company placed**	**Pay (LPA)**
1	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012004	A. Anusha	MPEO, Agriculture Dept	
2	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012024	Madasu Chandana	Univeg	
3	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012025	A.Preetham Babu	Nath Biogenes Ltd	
4	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012039	G Giridhar	Greenway Health	
5	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012049	Mettu Bala Jeevana Sruthi	Cognizant	
6	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012051	Pasala Arundhathi	Family Health Plan Insurance TPA Pvt Ltd	
7	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012052	P V seshasatya laxmipratyusha	Accenture	
8	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012059	Soma Sandhya	Suvision Holdings Pvt Ltd	1.80
9	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012060	S Lakshmi Shyamala	MallaReddy University	1.80
10	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012066	Yemineni Ruth Evangilin	Nova Agri Tech Ltd	2.28
11	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012071	Bala Murali	Aries Agro Ltd.	1.56
12	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012078	Patlolla Karthik Rao	Kaveri Seed Company	3.02
13	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012080	P Nitin Kumar	Teleperformance	
14	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012081	Madhusudhanachary	Aries Agro Ltd.	1.56
15	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012095	Erla Radhika	Dr. Ambedkar Sclcmacs Ltd	
16	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012096	Nookalamarri Santhosh Kumar	TM Inputs Services Pvt Ltd	2.72
17	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012098	P. Anil	Aries Agro Ltd.	1.56
18	B.Sc. (Hons)	Agri. Sci. & Rural Develop.	111716012101	Vengala Abhinav Krishna	Cognizant	2.10
19	B.Sc	Chemical Technology	111716011005	Tarini Priya Chikurthi	Eternity elements	
20	B.Sc.	Chemical Technology	111717011007	R. Kamni	Cognizant	1.80
21	B.Sc	Chemical Technology	111716011033	K. Sudha Krishna	Fleming Laboratories LTD	1.68
22	B.Sc	Chemical Technology	111717011001	T. Anjani	Granules India Limited	1.48
23	B.Sc	Chemical Technology	111717011002	Mamatha	Granules India Limited	1.48
24	B.Sc	Chemical Technology	111717011004	Nagalakshmi	Granules India Limited	1.48

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
25	B.Sc	Chemical Technology	111717011022	T. Sravanthi	Granules India Limited	1.48
26	B.Sc	Chemical Technology	111717011029	Pavan	Granules India Limited	1.48
27	B.Sc	Chemical Technology	111717011030	Parmesh	Granules India Limited	1.68
28	B.Sc.	Chemical Technology	111717011034	K. Dinesh	Syngene	
29	B.Sc	Chemical Technology	111717011041	Nagulapalli Krishna Chaithanya	Granules India Limited	1.48
30	B.Sc	Chemical Technology	111717011046	Nagulapalli Rudra Manikanta	Fleming Laboratories LTD	1.68
31	B.Sc	Chemical Technology	111717011052	V. Anil Reddy	Granules India Limited	1.48
32	B.Sc	Computer Science & Engineering	111717013002	Bala Nikitha Reddy Gade	Wipro	1.88
33	B.Sc	Computer Science & Engineering	111717013005	Bhoga Tejaswini	Wipro	
34	B.Sc	Computer Science & Engineering	111717013006	B.Sneha	Value Momentum	2.50
35	B.Sc	Computer Science & Engineering	111717013007	Chennuru Likhitha	Cognizant	2.84
36	B.Sc	Computer Science & Engineering	111717013012	Gopu Pooja Reddy	Cognizant	
37	B.Sc	Computer Science & Engineering	111717013017	Kutikanti Supriya	TCS	
38	B.Sc	Computer Science & Engineering	111717013018	Muthukur Sai Priya	Cognizant	
39	B.Sc	Computer Science & Engineering	111717013020	Pabbathi Vasavi	Cognizant	
40	B.Sc	Computer Science & Engineering	111717013024	Richard Precilla	Cognizant	2.84
41	B.Sc	Computer Science & Engineering	111717013032	Thummala Shalini	Wipro	
42	B.Sc	Computer Science & Engineering	111717013035	Balaiah Chaitanya	Turning Minds	6.28

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43	B.Sc	Computer Science & Engineering	111717013039	Ch.Akhil	Wipro	
44	B.Sc	Computer Science & Engineering	111717013045	T.Koushik Goud	Value Momentum	
45	B.Sc	Computer Science & Engineering	111717013047	Madhav Reddy	TCS	1.56
46	B.Sc	Computer Science & Engineering	111717013050	Rangu Akhil Goud	Cura GRC Pvt Ltd	1.80
47	B.Sc	Computer Science & Engineering	111717013053	Salla Deepak	Cognizant	2.84
48	B.Sc	Computer Science & Engineering	111717013054	Sana Rohit	Wipro	
49	B.Sc	Computer Science & Engineering	111717013055	A Sandeep Reddy	TCS	1.56
50	B.Sc	Computer Science & Engineering	111717013068	Thota Uma Maheshwari	Cognizant	2.84
51	B.Sc	Electronics Technology	111717015002	Chintala.Nikita	Cognizant	2.84
52	B.Sc	Electronics Technology	111717015008	Niharikha Donthi	Cognizant	2.84
53	B.Sc	Electronics Technology	111717015010	Remadevi Sasikumar Arya	Cognizant	2.84
54	B.Sc	Electronics Technology	111717015013	Ravankol Varshini	Cognizant	2.84
55	B.Sc	Electronics Technology	111717015026	P.K.Joji Jerone	Cognizant	2.84
56	B.Sc	Electronics Technology	111717015035	Shankar Jana	IKS Health	3.50
57	B.Sc	Electronics Technology	111717015041	G Manisha Singh	Cognizant	2.84
58	B.Sc	Electronics Technology	111717015044	Mohammed Ameer	Cognizant	2.84
59	B.Sc	Computer Systems & Engineering	111717016003	Cheekoti Siri Chandana	Wipro	1.85
60	B.Sc	Computer Systems & Engineering	111717016010	Pammidi Srihithya	Cognizant	2.84
61	B.Sc	Computer Systems & Engineering	111717016012	T S Sirisha	Source One	3.00

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62	B.Sc	Computer Systems & Engineering	111717016013	Yerraboina Akhila	Cyient	
63	B.Sc	Computer Systems & Engineering	111717016015	Akkula Uday Kumar	24(7)	2.37
64	B.Sc	Computer Systems & Engineering	111717016020	Chintalacheruvu Dhiraj Reddy	Wipro	
65	B.Sc	Computer Systems & Engineering	111717016024	Gollapelli Akhil	Cognizant	2.84
66	B.Sc	Computer Systems & Engineering	111717016028	K.Rahul Kumar	Amazon	2.50
67	B.Sc	Computer Systems & Engineering	111717016031	Methari Sunil	Cognizant	2.84
68	B.Sc	Computer Systems & Engineering	111717016034	Prudhvi Maheshwaram	Wipro	1.85
69	B.Sc	Computer Systems & Engineering	111717016035	Rajala Sumanth	AIR Worldwide	
70	B.Sc	Biotechnology, Chemistry & Genetics	111717018010	K.Jhansi	Symbiosis	1.32
71	B.Sc.	Biotechnology, Chemistry & Genetics	111717018015	N. Nishi Vinaya	TCS	4.09
72	B.Sc.	Biotechnology, Chemistry & Genetics	111717018019	P. SriLalitha	Accenture	2.32
73	B.Sc	Biotechnology, Chemistry & Genetics	111717018028	B.Srujana	Symbiosis	1.32
74	B.Sc	Biotechnology, Chemistry & Genetics	111717018032	V Sreelekha	Symbiosis	1.32
75	B.Sc.	Food Technology & Management	111717021018	Palleni Bhargavi	Nestle India Limited	3.00
76	B.Sc.	Food Technology & Management	111717021020	Sampath Varshasree	Infosys	

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77	B.Sc	Food Technology & Management	111717021035	C. Rahul	Pratap Health & Foods	1.56
78	B.Sc.	Food Technology & Management	111717021036	Chithaluri Mahesh	Sresta Natural Bio Products Pvt ltd.	2.42
79	B.Sc.	Food Technology & Management	111717021047	Nethi Nikhil Kumar	Santhoshi matha kiranam	business
80	B.Sc.	Food Technology & Management	111717021049	Khandavalli Srujana	Sitel	
81	B.Sc.	Maths, Statistics & Computer Science	111717024001	Akuthota Alekhya	Genpact	3.45
82	B.Sc	Maths, Statistics & Computer Science	111717024004	B. Sathya Vasudha	TCS	
83	B.Sc	Maths, Statistics & Computer Science	111717024005	B. Yougitha	Cognizant	
84	B.Sc	Maths, Statistics & Computer Science	111717024010	Maheswari Venkat Sai Ivaturi	Cognizant	
85	B.Sc	Maths, Statistics & Computer Science	111717024016	Madanu Divyavani	TCS	
86	B.Sc	Maths, Statistics & Computer Science	111717024018	A Mounica	Wipro	
87	B.Sc	Maths, Statistics & Computer Science	111717024022	Mari Ravalika	Wipro	
88	B.Sc	Maths, Statistics & Computer Science	111717024026	Thaniru Madhuri	Amazon	
89	B.Sc	Maths, Statistics & Computer Science	111717024029	Akshay Jangid	Cognizant	2.84
90	B.Sc	Maths, Statistics & Computer Science	111717024031	Arun Paul	Accenture	1.65
91	B.Sc	Maths, Statistics & Computer Science	111717024036	D Ballavijendar Reddy	Infosys	2.23

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
92	B.Sc	Maths, Statistics & Computer Science	111717024037	Ganji Raghava	Wipro	5.00
93	B.Sc	Maths, Statistics & Computer Science	111717024041	N Sai Rahul	Legato	2.30
94	B.Sc	Maths, Statistics & Computer Science	111717024044	R Ganesh	Wipro	1.80
95	B.Sc	Maths, Statistics & Computer Science	111717024049	Supriya Reddy Kesari	Cognizant	2.84
96	B.Sc	Animation & Design	111717027008	Yelem Geethika	Mantra Technologies	3.00
97	B.Sc	Animation & Design	111717027022	Kotha Sri Vishnu	Lokil Software Development Pvt. Ltd	
98	B.Sc	Animation & Design	111717027027	P. Saivamshi sarma	Cognizant	2.84
99	B.Sc	Animation & Design	111717027036	V. Saiprakash Reddy	Cognizant	2.52
100	B.Sc	Animation & Design	111717027038	V. Praveen	Tamada Media	3.60
101	B.Sc	Computer Data Science & Analytics Engg	111717031001	A Snehitha	TCS	
102	B.Sc	Computer Data Science & Analytics Engg	111717031002	Anindita Chandra	Amazon	
103	B.Sc	Computer Data Science & Analytics Engg	111717031003	Vibha	Genpact	
104	B.Sc	Computer Data Science & Analytics Engg	111717031004	Chada Ruchitha Reddy	TCS	
105	B.Sc	Computer Data Science & Analytics Engg	111717031005	Vineela	Infosys	
106	B.Sc	Computer Data Science & Analytics Engg	111717031006	Srinija	Genpact	
107	B.Sc	Computer Data Science & Analytics Engg	111717031008	Sowmya	Deloitte	
108	B.Sc	Computer Data Science & Analytics Engg	111717031009	Guduru Shravya Reddy	TCS	
109	B.Sc	Computer Data Science & Analytics Engg	111717031013	Spandana	Cognizant, Infosys	

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110	B.Sc	Computer Data Science & Analytics Engg	111717031017	Ganga Sanjana	Value Momentum	
111	B.Sc	Computer Data Science & Analytics Engg	111717031018	Prathibha	Cognizant	
112	B.Sc	Computer Data Science & Analytics Engg	111717031022	Samyuktha M	TCS	
113	B.Sc	Computer Data Science & Analytics Engg	111717031028	Gayatri	Cognizant	
114	B.Sc	Computer Data Science & Analytics Engg	111717031030	Akula Sanketh	Cura Technologies	
115	B.Sc	Computer Data Science & Analytics Engg	111717031034	Praveen	Cognizant	
116	B.Sc.	Computer Data Science & Analytics Engg.	111717031040	G. Manikanta	Cognizant	2.52
117	B.Sc	Computer Data Science & Analytics Engg	111717031041	J. Joel Raj	Amazon	
118	B.Sc	Computer Data Science & Analytics Engg	111717031044	G. Karuna Sagar	JP Morgan	
119	B.Sc	Computer Data Science & Analytics Engg	111717031051	P. Akshay Raj	Value Momentum	
120	B.Sc	Computer Data Science & Analytics Engg	111717031064	Shashank	Value Momentum	
121	B.Com	Honours	111717014002	Akanksha	JP Morgan	
122	B.Com	Honours	111717014005	U Blessy Ananditha	Statestreet	3.00
123	B.Com	Honours	111717014007	Dilpreet Kaur	Deloitte	3.00
124	B.Com	Honours	111717014009	Gunja Mounika	Deloitte	3.00
125	B.Com	Honours	111717014011	K Sai Keerthana	Deloitte	3.00
126	B.Com	Honours	111717014014	K Prasuna	Deloitte	3.00
127	B.Com	Honours	111717014015	Ananya Malla	JP Morgan	5.25
128	B.Com	Honours	111717014016	M Deepika	Amazon	
129	B.Com	Honours	111717014021	Nasrin Kotadiya	JP Morgan	

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130	B.Com	Honours	111717014022	N Sai Yasaswini	Statestreet	3.00
131	B.Com	Honours	111717014024	Pravalika Goud C	Thompson Reuters	2.60
132	B.Com	Honours	111717014025	Rashmi Singh	JP Morgan	
133	B.Com	Honours	111717014027	Sarjana V S	Deloitte	3.00
134	B.Com	Honours	111717014029	T. Tejaswini	JP Morgan	5.25
135	B.Com	Honours	111717014031	Yegireddy Renuka	Deloitte	3.00
136	B.Com	Honours	111717014032	Prudhvi Raj	Deloitte	3.00
137	B.Com	Honours	111717014035	Bussa Sai Nikhil	State Street Corporation	3.00
138	B.Com	Honours	111717014036	Dishant Bhojwani	Deloitte	3.00
139	B.Com	Honours	111717014038	Devathoti Teja	Amazon	
140	B.Com	Honours	111717014039	G Tirupathi	Cognizant	
141	B.Com	Honours	111717014040	Chitti Hanumath Kranti Prasad	Regalix	3.00
142	B.Com	Honours	111717014042	Masireddy Sandeep Reddy	Deloitte	3.00
143	B.Com	Honours	111717014043	Avez Akthar	Legato	2.30
144	B.Com	Honours	111717014044	Mettu Rohit Reddy	Sunstone Education Technology	
145	B.Com	Honours	111717014046	Mohammad Amer	Genpact	1.96
146	B.Com	Honours	111717014049	Ommi Kiran Sagar	Deloitte	3.00
147	B.Com	Honours	111717014051	V N Kaushik Kumar	Qualcomm	3.50
148	B.Com	Honours	111717014052	Vishnu Srirangarajan	Deloitte	3.00
149	B.Com	Honours	111717014053	Sumit Swain	Amazon	
150	B.Com	Honours	111717014056	Thumkunta Om Prakash Goud	Legato	2.30
151	B.Com	Honours	111717014058	P Satya Sri Lakshmi	State Street Corporation	3.00
152	B.Com	Marketing	111717017002	Dhamini M	ADP	2.25
153	B.Com	Marketing	111717017004	Kontham P Lalithya Sharanya	Resolute B2B	
154	B.Com	Marketing	111717017011	Pathri Sirisha	Accenture	1.85
155	B.Com	Marketing	111717017012	Bhavana P	Resolute B2B	
156	B.Com	Marketing	111717017017	Raj Kumar	Deloitte	

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157	B.Com.	Marketing	111717017019	G Bobby	ICICI	
158	B.Com	Marketing	111717017025	K. Murali Dinesh	Resolute b2b	
159	B.Com.	Marketing	111717017029	Naveen kumar	AGS Health services	
160	B.Com.	Marketing	111717017031	Akhil goud	Express bees	
161	B.Com.	Marketing	111717017040	Sura srikant	Accenture	
162	B.Com	Marketing	111717017036	Nikhil S	24(7)	
163	B.Com	Marketing	111717017041	Surra Kalyan	Legato	
164	B.Com	Marketing	111717017042	Vamshi Krishna G	24(7)	
165	B.Com.	Marketing	111717017045	Vineeth Kumar	ICICI	
166	B.Com	General /Business studies	111717019006	Merlin Robert	Deloitte	3.35
167	B.Com	General /Business studies	111717019014	Yavanam Sai Rathna Amulya	Byjus	3.00
168	B.Com	General /Business studies	111717019033	Paramjit Panda	Legato	2.30
169	B.Com	General /Business studies	111717019037	Rajesh Rawal	Wipro	
170	B.Com	General /Business studies	111717019049	VM Vignesh	Legato	2.30
171	B.Com	General /Business studies	111717019052	Ravikumar Yadav	Deloitte	3.00
172	B.Com	Computers	111717028001	Akreem Khatun	Thomson Reuters	
173	B.Com	Computers	111717028004	Andrea Nishal A	Thomson Reuters	
174	B.Com	Computers	111717028005	G.Ashwathy	Statestreet	
175	B.Com	Computers	111717028006	Asmita Darnal	JP Morgan	
176	B.Com	Computers	111717028018	Divya Madhuri	Thomson Reuters	
177	B.Com	Computers	111717028047	Priestley Johnson	Sutherlands	
178	B.Com	Computers	111717028059	J. Saleena	ADP	2.25
179	B.Com	Computers	111717028061	Serena J	IBM	
180	B.Com	Computers	111717028066	Thresa Kanakraj	ADP	2.25
181	B.Com	Computers	111717028067	Thirumal Reddy Mary Priyanka	Resolute B2B	
182	B.Com	Computers	111717028070	Vadla Sai Supriya	Resolute B2B	
183	B.Com	Computers	111717028072	Velluri Archana	Regalix	3.80
184	B.Com	Computers	111717028073	G Krishi Chaitanya	Resolute B2B	
185	B.Com	Computers	111717028075	Kummari Uday Shankar	Strate street	

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186	B.Com	Computers	111717028078	M. Chakravartula Sachith	IBM	
187	B.Com	Computers	111717028091	Shaik Fayaz	Resolute B2B	
188	B.Com	Computers	111717028093	Shobhin N	Resolute B2B	
189	B.Com	Computers	111717028096	Sushruth Reddy S	Resolute B2B	
190	B.Com	Computers	111717028097	R Tharun Vannan	WellsFargo	3.50
191	B.Com	Computers	111717028099	Thorri Srinedh Rao	Resolute B2B	
192	B.Com	Computers	111717028108	Keerthi Vaishnavi P	Genpact	
193	B.Com	Computers	111717028111	B Durga Prasad Chary	Global Logic	2.18
194	B.Com	Computers	111717028115	Datta Manikanta	Zephirum	1.74
195	B.Com	International Accounting and Finance	111717030001	A E Glory Sharon	Deloitte	3.00
196	B.Com	International Accounting and Finance	111717030010	Kotwal Chandrika	Deloitte	3.00
197	B.com	International Accounting and Finance	111717030015	Neha Kumari	Telebu	2.70
198	B.com	International Accounting and Finance	111717030016	Paruchuri Geethika Sravani	Wipro	2.50
199	B.Com	International Accounting and Finance	111717030017	Patricia Chris Simon Banja	ADP	2.25
200	B.Com	International Accounting and Finance	111717030018	Podishetty Sravani	Cognizant	1.80
201	B.Com	International Accounting and Finance	111717030022	Shiksha Dixit	Qualcomm	4.09
202	B.Com	International Accounting and Finance	111717030023	Shivani Sunil	Factset	2.57
203	B.Com	International Accounting and Finance	111717030026	T. Sudheeshna Mary	Legato	2.30
204	B.Com	International Accounting and Finance	111717030029	Ashish Kumar	Deloitte	3.00

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205	B.Com	International Accounting and Finance	111717030032	Devarpalli Anil Kumar Dinesh	Deloitte	3.00
206	B.Com	International Accounting and Finance	111717030036	Kandula Sai Prem	Regalix	3.00
207	B.Com	International Accounting and Finance	111717030043	Rahul Chhetri	Deloitte	3.00
208	B.Com	International Accounting and Finance	111717030046	Subham Pareek	State Street	3.00
209	B.Com	International Accounting and Finance	111717030047	Tej Pratap Singh	State Street	3.00
210	B.Com	International Accounting and Finance	111717030049	Vikash Pradhan	Deloitte	3.00
211	B.Com	International Accounting and Finance	111717030050	Vineeth Emmanuel V	Regalix	3.00
212	B.A.	Mass Communication	111717020018	Shikha Duggal	The Pioneer Publications	
213	BA	Mass Communication	111717020020	Steffi Mary Joseph	Amazon	
214	B.A.	Mass Communication	111717020022	TD Anusha	BigBoss 5	
215	B.A.	Mass Communication	111717020024	Twinkle Gurnani	ZORINS TV	
216	BA	Mass Communication	111717020025	Abdul Rafeeq	Tech Do Quest	
217	BA	Mass Communication	111717020039	Md Muzeeb Pasha	IBM	
218	BA	Mass Communication	111717020045	Sagadam Abhishek	Real Page	
219	BA	Mass Communication	111717020047	Siddesh Suman Singh	Koolkanya	4.50
220	BA	Psychology, English & Journalism	111717022014	Pallavi Sharma	Thomson Reuters	
221	BA	Psychology, English & Journalism	111717022016	Pragyna	Amazon	2.50
222	BA	Psychology, English & Journalism	111717022017	Prayaga Sirisha	Amazon	
223	BA	Psychology, English & Journalism	111717022021	Sharon P	Inshorts	2.50

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224	BA	Psychology, English & Journalism	111717022024	Shrestha Moitra	Synchrony Financial	2.50
225	BA	Psychology, English & Journalism	111717022025	G R Shreya	AGS Health	3.00
226	BA	Psychology, English & Journalism	111717022027	Srishti Shreya	Legato	2.30
227	BA	Psychology, English & Journalism	111717022043	Samantula Jeevan Pratap	Sloka School	
228	BA	Psychology, English & Journalism	111717022056	Arla Joshua Rachel	Legato	2.30
229	BBA	Bachelor of Business Administration	111717029005	Gayatri Ambekar	JP Morgan	
230	BBA	Bachelor of Business Administration	111717029006	Gowraram Megha	Apple India Pvt Ltd	
231	BBA	Bachelor of Business Administration	111717029012	Minka Bhargava	Deloitte	
232	BBA	Bachelor of Business Administration	111717029015	Deeepthi Naidu	Wipro	1.5
233	BBA	Bachelor of Business Administration	111717029016	Nallamuthi Leela Kumari	Tech Mahindra	
234	BBA	Bachelor of Business Administration	111717029021	Pavitra Maharana	JP Morgan	
235	BBA	Bachelor of Business Administration	111717029022	P. Swathi	Tech Mahindra	2.30
236	BBA	Bachelor of Business Administration	111717029026	S.Sini Sam	JP Morgan	
237	BBA	Bachelor of Business Administration	111717029032	Abhijeet Satyavarapu	Amazon	
238	BBA	Bachelor of Business Administration	111717029036	Ankit Tomar	Regalix	3.00

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
239	BBA	Bachelor of Business Administration	111717029039	Jindal Abhishek	Deloitte	3.00
240	BBA	Bachelor of Business Administration	111717029042	K. Anuragh Jayanth	Deloitte	3.00
241	BBA	Bachelor of Business Administration	111717029043	K Vinay Karthik	Thompson Reuters	
242	BBA	Bachelor of Business Administration	111717029045	Mohammad Irfan	Legato	2.30
243	BBA	Bachelor of Business Administration	111717029048	A Nelson Clement	Deloitte	3.35
244	BBA	Bachelor of Business Administration	111717029049	Pranav KP	State Street	3.00
245	BBA	Bachelor of Business Administration	111717029050	Rayapudi Micheal Joshi	Legato	2.30
246	BBA	Bachelor of Business Administration	111717029052	Roshan Roy	Amazon	
247	BBA	Bachelor of Business Administration	111717029053	R. Ramakrishna Reddy	Legato	2.30
248	BBA	Bachelor of Business Administration	111717029056	Sherwin Gomes	Manpower Group Servives Pvt Ltd	
249	BBA	Bachelor of Business Administration	111717029058	Tirupathi Hema Sundhar	Accenture	2.37
250	BBA	Bachelor of Business Administration	111717029059	V.Amulya	IKS Health	3.50
251	MCA	Master of Computer Applications	111703917101	Thumma Showri Priyanka	Adroit Infocom Pvt Ltd	
252	MCA	Master of Computer Applications	111703917103	Sunkara Sajunu Naidu	Carrybou	
253	MCA	Master of Computer Applications	111703917107	Backiadass Stalin Joseph	Code Prism	

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
254	MCA	Master of Computer Applications	111703917109	Patlolla Naveenkumar Reddy	Defteam	
255	MCA	Master of Computer Applications	111703917110	Aare Srikanth	Talentio	
256	MCA	Master of Computer Applications	111703917113	Sirusangandla Vyshnavi	Adroit Infocom Pvt Ltd	
257	MCA	Master of Computer Applications	111703917123	Bhupathi Pramod Kumar	Code Prism	
258	MCA	Master of Computer Applications	111703917126	Ambate Deepika	24(7)	
259	MCA	Master of Computer Applications	111703917135	Mohammad Abdul Majeed	Wipro	
260	MCA	Master of Computer Applications	111703917140	D Dilip Chandra	Amazon	
261	MCA	Master of Computer Applications	111703917152	A Arvind Reddy	Vassar Labs	
262	MBA	Master of Business Administration	111718044203	Prerna Chawla	Verity Knowledge Solutions	4.03
263	MBA	Master of Business Administration	111718044206	Rinesh	Butterfly Edufields	0.60
264	MBA	Master of Business Administration	111718044215	Harry Sherlein	Cognizant	2.20
265	MBA	Master of Business Administration	111718044216	Viona Caroline Louis	Knoah	4.30
266	MBA	Master of Business Administration	111718044224	Ashley Shimron Joseph	Butterfly Edufields	0.60
267	MBA	Master of Business Administration	111718044228	Manukonda Shiny	Amazon	
268	MBA	Master of Business Administration	111718044238	Talluri Raviteja	Verity Knowledge Solutions	

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
269	MBA	Master of Business Administration	111718044243	P V S P Anoop Kumar	Verity Knowledge Solutions	
270	MBA	Master of Business Administration	111718044244	Vincent Paul	Butterfly Edufields	0.60
271	MBA	Master of Business Administration	111718044249	B Snigdha Reddy	Prudent Global Tech Solutions	
272	MBA	Master of Business Administration	111718044252	Varra Chinnapa Reddy	Mahendra Logisitcs	
273	MBA	Master of Business Administration	111718044253	Pavan kumar Pandey	Adithya Birla Capital	
274	MBA	Master of Business Administration	111718044254	Pudota Anusha	Axiom IO	3.00
275	M.Sc.	Organic Chemistry	111713417316	B. Ravi	Curia India Pvt Ltd	2.50
276	MSc	Organic Chemistry	111718503001	Nida Fatima	Sai Life Sciences	2.40
277	MSc	Organic Chemistry	111718503002	Abhilasha Rai	Sai Life Sciences	2.40
278	MSc	Organic Chemistry	111718503003	R Sumesh Kumar	GVK	
279	MSc	Organic Chemistry	111718503005	Namile Pranathi	Sai Life Sciences	2.40
280	MSc	Organic Chemistry	111718503009	Balagonala Dayal Swaroop	Daicel	
281	M.Sc.	Organic Chemistry	111718503010	N. Manasa	Symed Labs Ltd	1.38
282	MSc	Organic Chemistry	111718503011	Shanigaram Pavan	Daicel Chiral	
283	M.Sc.	Organic Chemistry	111718503012	M. Swapna	MSN Life Sciences Pvt. Ltd	1.41
284	MSc	Organic Chemistry	111718503013	K. Ashok	Albany	
285	MSc	Organic Chemistry	111718503015	Kayapalli Sandhya	Audree Infotech	
286	MSc	Organic Chemistry	111718503016	Mohammad Rabbani	GVK	2.50
287	M.Sc.	Organic Chemistry	111713417318	S. Manisha	Rank Organics	1.44
288	MSc	Organic Chemistry	111718503019	Talari Naresh Kumar	Daicel Chiral	2.19
289	M.Sc.	Organic Chemistry	111718503020	Sushma Swaraj	Vanamali Organics Pvt.Ltd	
290	M.Sc.	Organic Chemistry	111718503025	D. mamatha	Rank Organics	1.72
291	M.Sc.	Organic Chemistry	111718503026	J. Anusha	Symed Labs Ltd	1.38
292	M.Sc.	Organic Chemistry	111718503030	L. Mukesh	Avra Labs	1.80

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
293	MSc	Organic Chemistry	111718503033	K. Lavanya	Sai Life Sciences	2.40
294	M.Sc.	Biotechnology	111718516001	Methuku Divya Sree .	Hinduja Global solutions Ltd.	2.34
295	M.Sc.	Biotechnology	111718516002	Ardra .	Intertek India Private Ltd.	
296	M.Sc.	Biotechnology	111718516007	KandlavathVeeranjiNaik .	Legatho	2.30
297	M.Sc.	Biotechnology	111718516010	Navya Pothuganti	Accenture Solutions Pvt Ltd	2.32
298	MSC	Biotechnology	111718516013	Siddigari Chetana	Vimta	1.98
299	M.Sc.	Biotechnology	111718516017	Sania Nouseen	Dr.Reddy’s	2.28
300	M.Sc.	Biotechnology	111718516022	PeddipalliRamyasree	Accenture Solutions Pvt Ltd	2.32
301	M.Sc.	Biotechnology	111718516023	Vadithya Srinu .	Genesys	2.41
302	MSC	Biotechnology	111718516032	Priyanka Kushwaha	Albot Technologies	2.28
303	M.Sc.	Biotechnology	111718516035	Alka Rathore .	Intertek India Pvt Ltd	
304	M.Sc.	Biotechnology	111718516036	Bibi Ayesha Siddique.	Gland Pharma Ltd	1.25
305	MSc	Food Technology & Management	111718620002	Borra Jeevani	Loyola Academy	2.76
306	M.Sc.	Food Technology & Management	111718620008	Leo Rai	GRB Dairy Foods PVT LTD	1.59
307	M.Sc.	Food Technology & Management	111718620011	Anaida G.Sangma	Health dept,Govt of Meghalaya	
308	MSc	Food Technology & Management	111718620014	Kadiri Vasudha	Loyola Academy	
309	MSc	Food Technology & Management	111718620016	Koona Vyshnavi	Vimta	
310	MSc	Food Technology & Management	111718620018	Siga Satya Priya	Sids Farm	
311	MSc	Food Technology & Management	111718620020	Godugu Soniya	Fitday Pvt Ltd	
312	MSc	Food Technology & Management	111718620021	Poosa Manasa	Sid farm	2.28
313	MSc	Food Technology & Management	111718620026	J. Ratna Kumar	Lancesoft	2.16

S.No.	Programme	Specialization	UID	Name of the student	Company placed	Pay (LPA)
314	MSc	Food Technology & Management	111718620027	Jannu Manasa .	Kayempee Foods Pvt Ltd	
315	M.Sc.	Food Technology & Management	111718620035	S.Shivani	Kayempee Foods Pvt Ltd	
316	MSc	Food Technology & Management	111718620036	P Sarah Annika	Heritage	

To

The Assistant Director of Agriculture
Agriculture Department
Badvel (M)

Respected Sir,

Sub: Smt. A.Anusha, M.P.E.O – O/o Rythu Bharosa Kendram, Kamalakur(V) –

Deputed to RBK of Bethayapalli of Gopavaram mandal – Joined for duty on

F.N of 12.05.2023 – Submitted – Regarding.

Ref: 1. RoC No.A/VAA/2023, Dated: 03.05.2023 of the Assistant Director of

Agriculture (Regular) Badvel.

-:oOOo:-

In obedience to the references cited above, I Smt A.Anusha, M.P.E.O, Office of the Rythu Bharosa Kendram, Kamalakur of Atloor(M) is deputed to Office of the Rythu Bharosa Kendram, Bethayapalli of Gopavaram(M) have reported myself on the Fore Noon of 12.05.2023 as VAA.

Thanking you sir

Yours faithfully

(A.ANUSHA)
M.P.E.O
Bethayapalli(V)
Gopavaram(M)

univeg



Name : Chandana Madasu

Designation : Trainee QC

Issuing Authority

1117160125

NATH SEEDS

Nath Bio-Genes (I) Ltd.

(CIN L01110MH1990PLC072842)

Date:

Mr. ADAVALA PREETHAM BABU

Dear Mr. A. PREETHAM BABU

On your application, based on the discussion we had with you & your willingness to work for **Nath Bio - Genes (India) Ltd**, We are pleased to sign contract with you as a retainer for following assignment in given area of operation. We have mutually agreed to the following Terms & Conditions as under

1. **PERIOD**
   Contractual period will be from 16/11/2020 to _____.

2. **Area of Operation** :
   You will be named as ~~'Processing~~ **Quality Advisor** ' **In Seed Processing Plant** and You will be on contractual basis. Accordingly you will devote, your full time and attention exclusively to the duties entrusted to you and will not engage yourself in any other work for any person, Company or institution in any capacity, nor do any private business. Your Area of Operations will be at Nizamabad State Telangana and you will work in co-ordination with Plant In charge.

3. **Assignment**

   Your work assignments will be as follows
   - To study the process flow & recommend the improvements.
   - To study the seed processing activities on Machine and recommend the improvements.
   - To study the utilization of Manpower & recommend the improvements.
   - To suggest / recommend the automation for Seed processing.
   - To study & suggest improvement in material handling

4. **Contractual Charges:**
   You will receive **Rs.** ---------- /- PM (Rupees ---------- only) as contractual charges inclusive of all expenses. TDS deduction as applicable.

5. **NOTICE PERIOD**:
   This Contract can be terminated by either party by way of giving **eight days** notice.

6. **JURISDICTION:**
   This Contract is subject to exclusive jurisdiction of Courts in Aurangabad.

Please return the duplicate copy of this letter duly signed by you in token of acceptance of this contract.

For NATH BIO-GENES (I) LTD.

Authorized Signatory

I have read the above terms and conditions of retainer ship agreement and accept the same. The original of this agreement is in my possession.

NAME : MR. A. Preetham Babu
PLACE : Munipally

SIGNATURE:
DATE: 16-11-2020

Nath House, Nath Road, Aurangabad - 431005 (MS) Tel : 0240-2376314/5/6/7
Email : info@nathseeds.com www.nathbiogenes.com
1, Chateau Windsor, 86 Veer Nariman Road, Mumbai - 400020 (MS) Tel : 022-22871001, 22875653/4/5

NATH GROUP

Greenway Health



G Giridhar

GWH00394

cognizant

Mettu Bala
Jeevana Sruthi



3:51 PM | 0.2KB/s

FHPL
BEHIND INSURANCE, BEYOND INSURANCE

STRICTLY PRIVATE AND CONFIDENTIAL

Date:02-March-2022
To,
Ms. Arundhathi Pasala
HNO: 7-22, Rayapuram Village
Kethepally Mandal, Nalgonda
Mobile: 9390385153
E-mail: arupasala@gmail.com

Sub: Offer of Employment

Dear Ms. Arundhathi Pasala,

In line with our discussions and the subsequent interviews you had with us, we are pleased to offer you the position in our organization a **Executive** in our **Claims Cashless Department**, on the terms and conditions mutually discussed and agreed upon. This position will be based in **Hyderabad**.

Your remuneration will be **Rs. 217441/-** (Rupees Two Lakhs SeventeenThousand Four Hundred And Forty One Only) per annum (Attached salary annexure with this letter for your reference), and you will be reporting to the **Manager**.

We look forward to your joining the FHPL TPA Ltd family on or before 03-March-2022

The following documents need to be submitted at the time of joining:

a) Four passport size formally dressed recent photograph.
b) Copy of relieving letter & experience certificate from the previous employer.
c) Proof of Educational Qualification & Date of Birth (passport, PAN).
d) Photocopy of PAN Card
e) Photocopy of Adhar Card

Tphe appointment letter indicating all the details will be issued subject to the completion of joining formalities.

You are required to return the duplicate copy of this letter duly signed as a token of your acceptance of the above terms.
This offer letter is valid for the period of 2 days from the date of issue, upon no revert from the candidate the offer will automatically lapse.

Yours Sincerely,

Family Health Plan Insurance TPA Limited

N. Jimmy Richard
GM – Human Resources

Family Health Plan Insurance TPA Limited

REGISTERED OFFICE: 6-2-269/A/2-1 To 6, 2nd Floor, Srinilaya Cyber Spazio, Road No. 2, Banjara Hills, Hyderabad - 500 034, Telangana, INDIA.
CIN: U85110TG1995PLC133393
IRDA License No: 013

T : +91-40-23555353
F : +91-40-23541400
E : info@fhpl.net
W : www.fhpl.net

FHPL
BEHIND INSURANCE, BEYOND INSURANCE

STRICTLY PRIVATE AND CONFIDENTIAL

Annexure

Compensation Offer:

Name of the Employee	Ms. Arundhathi Pasala	
Designation	Executive	
Department	Claims Cashless	
Location	Hyd	
Salary per Month	**Per Month**	**Per Annum**
Basic Pay	4,520	54,240
DA	6,848	82,176
HRA	3,632	43,584
Total Gross Salary (A)	**15000**	**180000**
Less Deductions		
Emp.Provident Fund	1,364	16,370
ESI	113	1,356
Total Deductions (B)	**1477**	**17726**
Net Salary (C)	**13523**	**162274**
Add Company Contributions		
Empr. Provident Fund	1,364	16,370
ESI	488	5,856
Gratuity	547	6,562
Earned Leave Encashement	721	8,654
Total (D)	**3120**	**37441**
CTC (A+D)	**18120**	**217441**



10-Jun-2021

C4995465

VENKATASESHASATYALAXMI PRATYUSHA PULIPAKA
B-203 , BHEL R&D Vista Apartments , Backside Rto office, Petbasheerbad,Jeedimetla Village , Kompally
Management Level - 13
Sublevel - 3

Job Profile - Transaction Processing New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear **VENKATASESHASATYALAXMI,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

Candidate's Signature P. Pratyusha

Reference Id: 0281dcb7-be13-4fdf-ac5c-fe98752bbea2_2
Signed By: Jal Rumi Master

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 232000** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

VENKATASESHASATYALAXMI, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **thakur.bhuneshwari** at **8374002502** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,

Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:
Venkataseshasatyalaxmi Pratyusha Pulipaka
[Insert full legal name]
Candidate's signature P. Pratyusha
Date: 16/06/21

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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

Candidate's Signature P. Pratyusha

coverage of pre-existing ailments.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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 P.Pratyusha

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Venkatasesha satya laxmi Pratyusha Pulipaka

[Insert full legal name]

Date: 16/06/21

Candidate's Signature P. Pratyusha

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Candidate's Signature P.Pratyusha

Selection Letter

Dear Sandhya ,

Congratulations!

We are happy to inform you that you have been selected for the role of **Relationship Manager - Telesales (Work from Home) Suvision Holdings Pvt Ltd**. The salary offered is **CTC Rs- 15000/-**(Rs.12000 Fixed + Rs.3000 Attendance allowance. Net take home after deductions is Rs-13450/-)

The details and basic terms & conditions of your employment is as follows.

1. **Date of joining:** Your date of joining the company's services is 13-03-2023.
2. **Working days:** Monday to Saturday (6 days working).
3. **Attendance policy and working:**

   You will receive Rs 15,000 Salary per month which includes, Rs 12,000 fixed salary, Rs 3,000 attendance allowance.

   3.1 Rs 12,000 fixed salary will be paid based on your attendance - You will be receiving your salary every month based on your attendance & talk time. You will have to punch in to the CRM before 9AM by updating the tasks planned for the day in the notes section and will have to punch out only after 6PM by updating the tasks completed for the day in the notes section on all working days. You will have to achieve min 4 hours of talk time for every working day, which means if you are working for 25 days in a month, you will have to achieve min 100 hours of talk time. If you achieve less than 2 hours talk time on any day, it will be considered as Leave; if you achieve between 2-3 hours of talk time then it will be considered as 0.5 day present, if you achieve between 3-4 hours of talk time then it will be considered as 0.75 day present and if you achieve more than 4 hours of talk time then it will be considered as full day present..

   3.2 You will receive Rs 3,000 attendance allowance if you are present for min 24 days in a Month

   Your monthly salary calculated as below,

   3.1 **If you are present for 24 days in a Month & if you don't achieve Rs 1 lakh gross revenue**- You will receive Rs 12000 + Rs 3000 attendance allowance after deduction of applicable PF, PT & Gratuity

   3.2 **If you are present for 24 days in a Month & if you achieve Rs 1 lakh gross revenue** - You will receive Rs 12000 + Rs 3000 attendance allowance after deduction of applicable PF, PT & Gratuity.

3.3 **If you are not present for 24 days in a Month & if you don't achieve Rs 1 lakh gross revenue** - You will receive fixed salary (Rs 12000*number of present days/total working days in the month) after deduction of applicable PF, PT & Gratuity.

4. **Paid leaves:** You will be eligible for one paid leave for every 20 working days in a month. In case if you don't work for minimum 20 days in a month, you won't be eligible for any paid leaves. Working days will be calculated based on the talk time achieved. Apart from the 10 yearly Holidays. Thus, the total number of Paid Leaves & Holidays is 22 per year. You will be entitled for paid leaves only after completion of probation period. (Usually 3 months). **Note:** There is no leave during the training period.
5. **Compensation and benefits:**
   5.1 **Salary** –Salary offered is as mentioned above. Salary cycle is 1st to 31st of the month and Salary payout is on 10th of every month. You will receive your salary after the deduction of applicable EPF, Professional Tax & Gratuity as per your offer letter.
   5.2 **Incentive** -Apart from your fixed remuneration, you are entitled to earn incentives as per applicable incentive policy based on your performance.

   5.3 **PF –**You will be registered under the Employees Provident Fund Organization and are allotted a UAN i.e. Universal Account Number under which you can check your PF Account details. The UAN is shared with the employees in their monthly Salary Slips.

   5.4 **Gratuity Fund –**All employees who complete 5 years of continuous service in the organization will be eligible for Gratuity when they leave the organization.

   5.5 **ESOP (Employee stock option plan) –**ESOPs shall be issued to all Top Performing employees and also who complete two years or more in the organization.

6. **Training**- You will be provided with 1 week of online training by our Trainers and you will have to clear a certification before you get access to speak to our customers. Certification process has the following 4 steps,
   6.1 You will have to attend 6 days of training over Zoom and submit 10 Assessments to confirm that you have understood the training provided.
   6.2 You will have to make 25 people in your circle to download Financial Freedom App to confirm that you have the conviction in the Job.
   6.3 You will have to call those 25 people through our Cloud Telephony Platform & achieve 3 Hours of Talk time to confirm that you have the ability to speak.
   6.4 You will have to make 3 of them to buy Financial Freedom App Subscription to confirm that you have the ability to Sell.

7. **Appraisal & Promotion:** We conduct Reward & Recognition Ceremony during the first week of every month in which all performers will be awarded and recognized by the management. We follow annual appraisal system i.e., in the month of April.

8. **Others:**
   8.1 **Road map:**On boarding -> Training -> Certification -> OJT ->Probation confirmation.

In signing below I confirm that I have read and understood the HR Policies and Benefits. I agree to the terms and conditions as set forth in this selection letter.

Name of the Candidate: _____

Signature: _____

Date: _____

Documentation:

You are required to complete the documentation on 10-03-2023 @ sharp 12:45 PM with the below required documents.

1. All the marks sheet photocopy – Starting from 10th class to highest qualification.
2. KYC - Aadhar Card, Pan Card, Address proof (Electricity bill, rental agreement, DL Voter ID, Ration card).
3. Passport Size Photo - 4.
4. Employment proofs including offer letter, salary slips, appraisal letter, relieving or experience letter of all the previous jobs.

   Note: It is Mandatory to complete your documentation before your DOJ.

   (Originals to be presented for verification on the day of Documentation)

   Please contact HR for any further queries: 6301954082

   Looking forward to work with you.

MALLA REDDY UNIVERSITY

(Telangana Private Universities Act No.11 of 2018 and
G.O.Ms.No.14, Higher Education (UE) Department, Dt 15.06.2020)

Maisammaguda, Kompally
Hyderabad - 500100, Telangana State.
mrunivesityhyd@gmail.com
www.mallareddyuniversity.com

Ref. No. MRU/EST/2021/032

February 03,2021

APPOINTMENT ORDER

Sub: Establishment Section – Selection of **Ms. S. Lakshmi Shyamala** for the post of **Lab Assistant** in the Department of **Department of Agricultural Sciences** – Offer of appointment – Reg.

* * * * *

In pursuance of the recommendations of Selection Committee constituted by Malla Reddy University, Ms. S. Lakshmi Shyamala, you are hereby appointed as Lab Assistant in the Department of Agricultural Sciences. You will be paid a consolidated salary of Rs.15,000/- per month. You will be governed by the service rules and regulations of the University that may be amended from time to time. You should report to the duty on or before February 10, 2021. However, prior information may be given for the delay.

Yours faithfully,

Registrar

Malla Reddy University Hyderabad

To
Ms. S. Lakshmi Shyamala,
Lab Assistant,
Department of Agricultural Sciences.

NOVA AGRI TECH LIMITED

Nova Agri Tech Limited

(Formerly known as Nova Agri Tech Pvt. Ltd.)

Sy No. 251/A, Singannaguda (V), Mulugu (M), Siddipet (D)-502279, Telangana

Phone: +91-40-27957081 / 82, Email: info@novaagri.in, hrd@novaagri.in

Visit us at: www.novaagritech.com

111716012066

Offer Letter

Strictly Private and Confidential
Tuesday, Feb 16th, 2021
Hyderabad

To,
Ms.Ruth Evangilin Yemineni,
S/o Israel Yamineni,
H No: 1-1-771,
Siddhrtha Nagar,
Khajipet, Warangal Urban.
Telangana.

Dear Ruth Evangilin,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Nova Agri Tech Limited. It is my pleasure to extend the following offer of employment to you on behalf of Nova Agri Tech Limited. If you accept this offer you will be designated as **Technical Co Ordinator- NKSK Dep.** and you will join us at **Singannaguda** our office.

The overall CTC offered to you is **Rs. 2,28,790/-** (Rupees Two Lakhs Twenty Eight Thousand Seven Hundred and Ninety only).

This offer will be subject to the Standard Terms and Conditions of Employment by Nova Agri Tech Limited and will be governed by the policies, rules and guidelines of the Company. You will receive an appointment letter on successful submission of required documents on date of joining. You may also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

This offer of employment with Nova Agri Tech Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have relieved from your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
3. Nova Agri Tech Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This offer will be valid for two (2) weeks from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or

officer copy

aries agro limited

F:3/BRP/SN
21st September, 2020

M. Bala Murali
Bsc. Agriculture
IM71601207I

Mr. Markanti Bala Murali
S/O Markanti Narsimulu,
H.No:7-80/1 Pragnapur(V),
Gajwel(M),Siddipet(D),
Telangana-502311.

Dear Mr. Markanti,

SUB: POSITION OF OFFICER (EXTENSION AND DEVELOPMENT)

We have pleasure in offering you the position of **OFFICER (EXTENSION AND DEVELOPMENT)** for Telangana State, as per the terms and conditions enumerated below and on the enclosed Rules & Regulations.

1.	DESIGNATION	:	**OFFICER (EXTENSION & DEVELOPMENT)**
2.	EFFECTIVE DATE OF APPOINTMENT	:	**01.09.2020**
3.	SALARY	:	You will draw a monthly consolidated salary of **Rs. 13,000/-** (Rupees Thirteen Thousand Only)
4.	HOUSE RENT ALLOWANCE		You will be entitled to House Rent Allowance @ of **Rs. 1300/-** per month.
5.	DAILY FIXED ALLOWANCE	a.	You will be entitled to Daily Fixed Allowance @ **Rs. 75/-** (Rupees Seventy Five Only) per working day for maximum of **4 days,** while you are at head quarter, except when you are on leave or absent.
			or
		b.	You will be entitled to Daily Allowance @ **Rs. 150/-** (Rupees One Hundred Fifty Only) per working day for maximum of **13 days** while away from your Head Quarters in connection with the business of the company, except when you are on leave or absent.
			Or

Bala Murali

c. You will be entitled to Daily Allowance @ **Rs. 200/-** (Rupees Two Hundred Only) per working day for maximum of **9 days** while away from your Head Quarters and when you stay / halt at night in connection with the business of the company, except when you are on leave or absent.

6. REIMBURSEMENT OF LODGING EXPENSES : You will be entitled to reimbursement of lodging expenses, maximum @ **Rs. 400/-** per working day for a maximum of **9** days in a month in connection with the business of the company, in addition to your Daily Allowance duly supported with relevant supporting /bills. It is further clarified that in absence of relevant bills/supporting, you will not be entitled to reimbursement of lodging expenses.

7. MOTOR CYCLE ALLOWANCE : You will be entitled to Motor cycle allowance @ **Rs. 2,750/-** p.m. duly supported with relevant bills / supportings, which is payable on pro-rata basis depending on number of days you have used your motor cycle in connection with the business of the company.

It is further clarified that you will not be entitled to reimbursement of traveling expenses for the days you have used your motor cycle, in connection with the business of the company and have claimed motor cycle allowance. It is also clarified that you will be entitled to reimbursement of actual traveling expense towards train or bus fare for the days you have not used your motor cycle or have not claimed motor cycle allowance.

ANNUAL MONETARY BENEFITS:

MEDICAL REIMBURSEMENT : You will be entitled for Medical Reimbursement of **Rs. 5,000/- p.a.**

8. HEAD QUARTERS : Chityala (Telangana)

Bala Murali

9.	AREA OF OPERATION	:	Parts of Nalgonda Dist., Under Vijayapuri Agros P Ltd., Miryalaguda and / or any other area which will be assigned to you from time to time.
10.	TARGET	:	Open for first 6 months of 2020-21.
11.	PROBATION	:	You will be on probation for six months from the date of your appointment, during which period, your services are terminable by a day's notice in writing on either side. At the end of the probationary period or earlier provided that your services have been found satisfactory, your appointment will be confirmed by the company.
12.	TRANSFER	:	The company may at any time during your employment with the company, at its sole discretion, transfer you at any other department or station/location in India.
13.	TERMINATION	:	Your appointment is liable to termination by one month's notice on either side in writing after the date of your confirmation. Your appointment will be further subject to the terms and conditions as appearing in the enclosed Rules & Regulations.

Please return the duplicate copy of this appointment letter and the statement attached to the Rules & Regulations duly signed in token of your acceptance of the appointment offered to you.

We do hope you will be happy working with **ARIES TEAM** and we wish you a very bright future!!!

Cordially yours,
For **ARIES AGRO LTD.,**

I ACCEPT,

(Markanti Bala Murali)

B.R.PANDEY
SR. VICE PRESIDENT (HR & PERSONNEL)

Cc.:JP/VO

Balamurali

kaveri seed company limited

kaveri seeds®

To,
Mr. P Karthik Rao,
D.No 4-1-5/3, Bhetalaswamy Colony,
Banswada Mandal, Kamareddy Mandal,
Telangana – 503187.

Date: 06th April'2022

OFFER OF EMPLOYMENT

Dear Mr. P Karthik Rao,

With reference to your application and the subsequent interview, the Management is pleased to offer the position of **"Jr.Supervisor"** under the grade and level **"JL-L3"** in Production (HSP) department and your Head Quarter will be at **Armoor, Telangana**. Your duties & responsibilities will be as designated by the company from time to time and you are reporting to **Mr. Vangala Narsimha Reddy, Asst. Manager**. This appointment is subjected to the following Terms and Conditions:

i. Your salary (CTC) structure is detailed in annexure - I.
ii. You are required to join the company on or before 07.05.2022.
iii. You have to furnish the following documents at the time of joining:
    a) Copies of Educational Certificates (From SSC to Higher Qualification).
    b) Passport size photos (Self: # 6; each family member –spouse and children: # 4).
    c) Copies of Service Certificate, Relieving & Appointment Letter from last employer.
    d) Copies of UAN and Pay Slip of last employment.
    e) Address Proof – Permanent & Present (AADHAR, PAN & Passport).
    f) Certificate of Blood Group.
iv. Your duties will be governed by the rules and regulations of the company which will be detailed in the appointment letter.
v. Letter confirming your appointment will be issued soon after joining the Company and verification of the credentials.
vi. You are required to return the signed copy of this letter.
vii. If no communication is received accepting this offer within 7 days from the date of receipt of this letter or failed to report as indicated above the offer is deemed to be withdrawn.
viii. For Further clarification if any, contact HR: 040-49192345 or email: hr@kaveriseeds.in.

For **Kaveri Seed Company Limited**

Malla Reddy P
DGM-HR&Admin.

Kaveri Seed Company Limited Sec'bad.

I accept the above offer and will report for duty on or before.....

Signature & Date

SALARY STRUCTURE (Annexure - I)

Date 06-04-2022

Name	P Karthik Rao		
Designation	Jr.Supervisor	Grade&Level	JL-L3
Department	Production	Unit	HSP

Sl.No.	Particulars	Per Month (Rs.)	Per Annum (Rs.)
1	Basic+DA	12,600.00	1,51,200
2	HRA	5,040.00	60,480
3	Children Education Allowance	200.00	2,400
4	Hostel Expenditure Allowance	600.00	7,200
5	Special Allowances	4,354.00	52,248
	Gross	**22,794.00**	**2,73,528**
6	Company contribution to P F	1,800.00	21,600
7	Gratuity	606.00	7,272
	Total	**2,406.00**	**28,872**
	Cost to Company (CTC)	**25,200.00**	**3,02,400**

-

Deductions

Particulars	Per Month (Rs.)	Per Annum (Rs.)
GROSS SALARY	22,794.00	2,73,528.00
Deductions : Provident Fund	1,800.00	21,600.00
Professional Tax	150.00	1,800.00
ESI	-	-
Net Take to Home	**20,844.00**	**2,50,128.00**

Gratuity is applicable as per the payment of Gratuity Act 1972

06/04/2022

Kaveri Seed Company Limited Secbad.

Teleperformance
each interaction matters

To,
Mr. Nitin Pagraj,
13-2-75 Kabir Nagar Hyderabad Kabir Nagar Community Hall Hyderabad 500018 Telangana,
04 Jan 2023

Welcome aboard! We are pleased to have you join us as **Executive- HR**.

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance

P. MADHUSUDAN
AG-2

1 /

candidate copy. 111716012081

aries agro limited (with salary)

F3/BRP/SN
21st October, 2020

Mr. Poloju Madhusudhana Chary
S/O Poloju Satyanarayana Chary,
H.No 1-29 Annepathy,
Nalgonda(M),Nalgonda(D),
Telangana-508001.

Dear Mr. Poloju,

SUB: POSITION OF OFFICER (EXTENSION AND DEVELOPMENT)

We have pleasure in offering you the position of **OFFICER (EXTENSION AND DEVELOPMENT)** for Telangana State, as per the terms and conditions enumerated below and on the enclosed Rules & Regulations.

1.	DESIGNATION	:	**OFFICER (EXTENSION & DEVELOPMENT)**
2.	EFFECTIVE DATE OF APPOINTMENT	:	**19.10.2020**
3.	SALARY	:	You will draw a monthly consolidated salary of **Rs. 13,000/-** (Rupees Thirteen Thousand Only)
4.	HOUSE RENT ALLOWANCE		You will be entitled to House Rent Allowance @ of **Rs. 1300/-** per month.
5.	DAILY FIXED ALLOWANCE	a.	You will be entitled to Daily Fixed Allowance @ Rs. 75/- (Rupees Seventy Five Only) per working day for maximum of 4 days, while you are at head quarter, except when you are on leave or absent.
			or
		b.	You will be entitled to Daily Allowance @ Rs. 150/- (Rupees One Hundred Fifty Only) per working day for maximum of 13 days while away from your Head Quarters in connection with the business of the company, except when you are on leave or absent.
			Or

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c. You will be entitled to Daily Allowance @ Rs. 200/- (Rupees Two Hundred Only) per working day for maximum of 9 days while away from your Head Quarters and when you stay / halt at night in connection with the business of the company, except when you are on leave or absent.

6. REIMBURSEMENT OF LODGING EXPENSES : You will be entitled to reimbursement of lodging expenses, maximum @ Rs. 400/- per working day for a maximum of 9 days in a month in connection with the business of the company, in addition to your Daily Allowance duly supported with relevant supporting /bills. It is further clarified that in absence of relevant bills/supporting, you will not be entitled to reimbursement of lodging expenses.

7. MOTOR CYCLE ALLOWANCE : You will be entitled to Motor cycle allowance @ Rs. 2,750/- p.m. duly supported with relevant bills / supportings, which is payable on pro-rata basis depending on number of days you have used your motor cycle in connection with the business of the company.

It is further clarified that you will not be entitled to reimbursement of traveling expenses for the days you have used your motor cycle, in connection with the business of the company and have claimed motor cycle allowance. It is also clarified that you will be entitled to reimbursement of actual traveling expense towards train or bus fare for the days you have not used your motor cycle or have not claimed motor cycle allowance.

ANNUAL MONETARY BENEFITS:

MEDICAL REIMBURSEMENT : You will be entitled for Medical Reimbursement of Rs. 5,000/- p.a.

8. HEAD QUARTERS : Aswaraopeta (Telangana)

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9.	AREA OF OPERATION	:	Parts of Kothagudem Dist., Under Bhadradri Agros (P) Ltd, Khammam and / or any other area which will be assigned to you from time to time.
10.	TARGET	:	Open for first 6 months of 2020-21.
11.	PROBATION	:	You will be on probation for six months from the date of your appointment, during which period, your services are terminable by a day's notice in writing on either side. At the end of the probationary period or earlier provided that your services have been found satisfactory, your appointment will be confirmed by the company.
12.	TRANSFER	:	The company may at any time during your employment with the company, at its sole discretion, transfer you at any other department or station/location in India.
13.	TERMINATION	:	Your appointment is liable to termination by one month's notice on either side in writing after the date of your confirmation.
			Your appointment will be further subject to the terms and conditions as appearing in the enclosed Rules & Regulations.

Please return the duplicate copy of this appointment letter and the statement attached to the Rules & Regulations duly signed in token of your acceptance of the appointment offered to you.

We do hope you will be happy working with ARIES TEAM and we wish you a very bright future!!!

Cordially yours,
For ARIES AGRO LTD.,

I ACCEPT,

P. Madhu sudhan chary.

(Poloju Madhusudhana Chary)

B.R.PANDEY
SR. VICE PRESIDENT (HR & PERSONNEL)

Cc.:JP/VO

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Dr. B.R. AMBEDKAR SCLCMACS LTD.



Reg. 2593/2006 (ASCLCMACS)

OUT SOURSING AGENCY

H.No. 4-5-107, Ambedkarnagar, Rajanna-Sircilla.

H.No. 8-3-700, Bhagathnagar, Karimnagar.

H.No. 4-92, (Vill) Poojaritanda, Mdl ; Chinnadar Pally, Dist : Mahabubnagar.

C% Chendraiah. H.No. 10-4-A/3/3, Addagutta, East Marredapally, Secunderabad.

Branches : SANGAREDDY, WARANGAL, MEDAK, KHAMMAM, SIDDIPET, NIZAMABAD.

Mail : asclcmacs@gmail.com Mobile : 9912396178, 7075344571, 9398010843.

APPOINTMENT ORDERS ON OUTSOURCING BASIS

Lr. No. AEO/64/2022-23 Dated: 27-12 -2022

Sub: - Establishment –AEO'S- Recruitment of AEOs on outsourcing basis at Siddipet District –Appointment Orders issued for selected candidates as per the Roaster and Merit for the post of AEO Gr-II-Regarding.

Ref: - 1) DAO SiddipetLr.No.A/Estt/363/2022, dated: 30-06-2022.
2) Note file Approved by District Collector Siddipet, Dated: 01-07-2022.

With reference to the subject cited above, the candidates as shown in Annexure enclosed to this order of Siddipet District are selected for the post of Agriculture Extension Officer, Grade-II as per Merit & Roaster on Outsourcing basis in the Categories of i) B.Sc. & M.sc, (Ag) (ii) Diploma in Agril. Engg/B.tech Agri. Engg., and (iii) Diploma in Agriculture /Seed Technology.

@@@

Therefore the selected candidates are hereby instructed to report in the O/o District Agriculture officer, Siddipet immediately along with the all original certificates. Otherwise the orders will be cancelled.

The AEOs is sponsoring from the agency to the Agriculture Department Siddipet District on outsourcing with the following conditions.

1. Appointment is purely temporary and the services may be terminated at any time without assigning any reason.
2. The agency is competent to remove his/her appointment form out sourcing services ,the performance and duties not satisfactorily, which is pointed put by concerned officer as well as agency .
3. The individual will be covered under E.P.F. and E.S.I.
4. The individual should work as per orders of the concerned authorities, if fails the same you will be terminated.
5. The individual will be entitled to get casual leaves only as per existing rules of Government of Telangana.
6. The individual is expected to maintain the highest standards of ethics, acceptable behaviour and at all the times during your employment. If fails the same the services will be terminated.
7. Your employment will periodically reviewed at any point of time during your services .If it is found that you're not performing and discharging your duties to the satisfaction of concerned authorities. The same may pointed out by the principal employer your services will be terminated.
8. You are hereby directed that during the services, if it is found misconduct/misbehaviours, the same pointed out by the principal employer, your services will be terminated.

PRESIDENT
Dr. Br. AMBEDKAR S.C.L.C.M.A.C.S. LTD.
(A.S.C.L.C.M.A.C.S.)

To
The individuals
Copy submitted to the District Agriculture Officer, Siddipet District for kind information.
Copy submitted to the District Collector, Siddipet for Favour of kind Information.

STATEMENT SHOWING THE LIST OF SELECTED CANDIDATE FOR THE AGRICULTURE EXTENSION OFFICER (GR II) ON OUTSOURCING BASIS OF SIDDIPET DISTRICT AS DETAILED BELOW

Sl No.	Name of The Candidate	Fathers Name	Name of The Cluster Alloted	Mandal	Division & District
1	2	3	4	5	6
1	Erla Radhika	Erla Srishylam	Dhoolmitta	Maddur	ADA (R) Cheryal, Siddipet

PRESIDENT
Dr. Br. AMBEDKAR S.C.L.C.M.A.C.S. LTD.
(A.S.C.L.C.M.A.C.S.)

Nookalamarri Santhosh kumar
Pragnapur,Siddipet
Telangana

Sub: Letter of Appointment

Ref: TMICIL6213

Dear Nookalamarri Santhosh Kumar,

Welcome to the TMI family

Congratulations on being appointed as a **"Executive Nutriclinic"** in the TMI Staffing Division on deputation with one of our client **Coromandel International Ltd**. Your Employee Code for future reference is**TMICIL6213.**

Please note the following:

1. Your date of joining **01 Aug 2021.**
2. Your appointment **"Executive Nutriclinc** is initially for a period of **12 Months** from the date of joining which may be either extended at the discretion of the management or may be dispensed with either earlier.
3. You will be working out at designated work place of our client Coromandel International Limited, and your location during this period will be **Pragnapur.**
4. You are expected to open a bank account within 10 days of your joining.

Work Timings: You will be working 6 days a week and are eligible for one weekly off. The exact working hourswill be communicated to you at the time of joining by Coromandel International Limited

Description of Your Role in Brief:

Report To: TMI Implant/SPOC, on daily basis

Workplace Policies and Other Points to Note:

1. You are requested to present yourself at your designated workplace in notified uniform.
2. In case of any workplace discomforts, please report to your TMI Implant/SPOC relating to any of the following:

- Gender issues
- Instances of Sexual Harassment
- Usage of foul language by Supervisors, Colleagues or Store owners
- Salary related matters
- Any other incident that brings down your potential to perform at optimum levels.

You are requested to immediately escalate through a call to your local TMI HR or your coordinator / TeamLeader. Action on your query / complaint / concern will be taken up on receipt of your mail.

3. **Loss through negligence** at work place: In case of loss of property arising out of negligence on your part, TMI will debit costs equivalent to loss accrued to its business partner or stakeholder from your salary. This may be done in installments or, one time basis. The decision regarding the same rests solely with TMI. You are advised to take due care to protect all the assets of the company. You are hereby requested to take good care and efforts on the upkeep of the inventories of the Client.
4. **Leave Policy:** You will be eligible for one weekly off for every six days worked. You will be eligible for leave in accordance with the Company's rules and regulations.
5. **Deputation/Change/Transfer of Employment :**
   - **a.** You are liable to be transferred anywhere in India at the sole discretion of the Management depending upon the organizational exigencies. Your services may also be deputed to the Group/Sister Companies as deemed fit by the Management.
   - **b.** Your place of work can be changed at the sole discretion of the Management to any other branch, unit, factory, establishment, outlet, subsidiary, associate office, or other site either in existence or which may come into existence. In such event, you will be automatically governed by the service conditions, rules, regulations and other terms and conditions as applicable at such new place.
6. Workmen Compensation act does not apply when you are registered with ESIC.

Terms and Conditions:

1. **Verification of the particulars mentioned in your application:** It is understood by you that this employment is being offered to you on the basis of the particulars / credentials furnished by you in / with your Application /Registration Form for employment. If, at any time, should it emerge that the particulars / credentials as furnished by you are false / incorrect, or if any material information has been suppressed, this appointment shall automatically be rendered void and shall be liable to termination forthwith without any notice or compensation or such other action as the Management deems fit.
2. **Documentary Evidence:** You are required to submit documentary proof of the facts mentioned by you in your application form with the HR Department / Office with self-certified copies of other credentials about your qualifications, experience etc. on or before your Date of Joining or within 7 days of your joining date. Non-Compliance with such demand or detection of any discrepancy therein shall render you liable to be terminated from the service immediately without any notice or any compensation in lieu of the period.
3. **Dual Employment:** During your service with TMI, you will not engage yourself directly or indirectly in any other Undertaking, Business, Employment (Full-time/Part-Time) or Activities prejudicial/detrimental to the interest of the Company. Any action contrary to this shall render your services liable for termination without any notice forthwith without any notice or compensation or such other action as the Management deems fit.
4. **Bribe**: You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization.
5. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge
6. You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which your last known address shall be deemed to have been served on you.

7. You will be entitled to an employer's contribution of Provident fund to an extent of 12% of your basicsalary and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations,TMI shall not incur any liability with regards to any claims under the said applicable labour legislations.
8. You are covered under the provisions of the Payment of Bonus Act 1965 and shall be eligible to receive bonus as per the provisions of the Bonus Act. If in the event, you are paid any incentive amount whileperforming your job, the bonus amount will be set-off against the incentive paid.
9. In the event of the State/Central Government enacting any law conferring the same or similar benefits asextended to you under this letter, you would be entitled to such benefits which are more beneficial of the two, but not both. This shall be at the discretion of the management.

In case of serious concerns needing immediate attention, you may call any of the following TMI officials:

A. TMI corporate office number: **9246847432**.
B. Helpdesk Email ID :**staffingsupport@tminetwork.com**

10. Salaries will be paid only through bank transfer in your designated bank account.

Termination Of Services:

1. Absence for a continuous period of **3** working days without prior approval of your superior, can lead to your services being terminated without notice or explanation.
2. Notice Period: In case you wish to discontinue your services with TMI you will be required to give a written notice of 30 days or salary in lieu of the same. In case TMI wishes to terminate your services, 30 days' notice of termination can be given without assigning any reason thereof. However in case of misconduct, misrepresentation, mental turpitude, and/or unapproved absence from duty etc. the company may terminate your services on 1-day notice.
3. No leaves can be availed during the notice period. Failure to complete the notice period will be considered as a gross misconduct and can lead to withholding your final settlement.
4. After resignation or notice of termination, you shall cooperate with the company, as reasonably requested by the company, to effect a transition of your responsibilities and ensure that the company is aware of all matters being handled by you.
5. Upon separation from the company for any reason, you shall promptly return to the company any mobile phones, SIM cards, demo infrastructure, keys, credit cards, passes, confidential documents or material, uniforms or other property belonging to the company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the company or its subsidiaries or affiliates should be returned to the designated authority for settlement of dues. The company reserves the right not to relieve you of your employment in the event that all the company's documents / property / Confidential Information in your custody or as stated earlier have not been properly handed over by you to an authorized representative of the company and take the acknowledgment and submit to TMI-HR.
6. If at any during the course of this contract if you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, Policies of the Client, your services are liable to be terminated without notice and any loss or damages incurred thus are liable to be recovered from you.
7. Full and Final settlements will be processed as per Exit Process. i.e., on receipt of Resignation acceptance from reporting manager and submission of No Dues Certificate from all stake holders. Notice Pay is recovered from your Settlement Amount.

You will be governed by the rules, regulations, service conditions, employee hand-book, notices, circulars, instructions, practices and policies of the Company etc., which are in force at present and as may be amended /formulated / invoked / introduced by TMI from time to time as applicable on deputation to Coromandel International Limited. It is understood that any or all the terms and conditions of your employment are subject torevision at any time at the sole discretion of the Management.

Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TM Inputs and Services Pvt. Ltd with the acceptance of your first salary from TM Inputs and Services Pvt. Ltd., will be conclusive proof of your acceptance in accordance of terms and conditions.

ENDORSEMENT

I,_____have carefully read and understood the terms and conditions of my appointment as mentioned hereinabove, and I agree and undertake to abide by them.

For TM Inputs and Services PVT.LTD.

(B.RAMAKRISHNAN)

(Authorized Signatory)

Accepted and Agreed

Signature and Date

TM INPUTS & SERVICES PVT. LTD.

Salary Annexure

EMP ID: TMICIL6213

Salaries and Benefits	Amount per Month	Amount per Annum
Basic	11,800.00	1,41,600.00
HRA	4,720.00	56,640.00
Other Allowance	3,480.00	41,760.00
Gross Salary (A)	**20,000.00**	**2,40,000.00**
Employer Contributions	**Amount**	**Amount**
Provident Fund	1,800.00	21,600.00
PF Admin Charges	150.00	1,800.00
ESIC	650.00	7,800.00
Insurance	135.00	1,620.00
TOT EMPR CONT	2,735.00	**32,820.00**
CTCCost-to-Company (CTC)	**22,735.00**	**2,72,820.00**
Employee Deductions	**Amount**	**Amount**
Provident Fund	1,800.00	21,600.00
ESIC	150.00	1,800.00
Professional Tax	150.00	1,800.00
Total Employee Deductions	**2,100.00**	**25,200.00**
Take Home	**17,900.00**	**2,14,800.00**

Tax and statutory deductions as applicable

*** The bifurcation of your salary into various heads is at the sole discretion of the Management. The Management isfurther empowered to re-structure your salary at any time in future at its sole discretion

PAGILLA ANIL
BSc Ag 2020

VJA office copy 111716012098

aries agro limited

F:3/DRP/SN
21st September, 2020

[Please sign whereven pencil tick mark]

Mr. Pagilla Anil
S/O Pagilla Srinivas,
H.No:3-35, Thallakhammampahad,
Suryapet(M),
Telangana-508213.

Dear Mr. Anil,

SUB: POSITION OF OFFICER (EXTENSION AND DEVELOPMENT)

We have pleasure in offering you the position of **OFFICER (EXTENSION AND DEVELOPMENT)** for Telangana State, as per the terms and conditions enumerated below and on the enclosed Rules & Regulations.

1.	DESIGNATION	:	**OFFICER (EXTENSION & DEVELOPMENT)**
2.	EFFECTIVE DATE OF APPOINTMENT	:	**02.09.2020**
3.	SALARY	:	You will draw a monthly consolidated salary of **Rs. 13,000/-** (Rupees Thirteen Thousand Only)
4.	HOUSE RENT ALLOWANCE		You will be entitled to House Rent Allowance @ of **Rs. 1300/-** per month.
5.	DAILY FIXED ALLOWANCE	a.	You will be entitled to Daily Fixed Allowance @ **Rs. 75/-** (Rupees Seventy Five Only) per working day for maximum of **4 days**, while you are at head quarter, except when you are on leave or absent.
			or
		b.	You will be entitled to Daily Allowance @ **Rs. 150/-** (Rupees One Hundred Fifty Only) per working day for maximum of **13 days** while away from your Head Quarters in connection with the business of the company, except when you are on leave or absent.
			Or

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c. You will be entitled to Daily Allowance @ Rs. 200/- (Rupees Two Hundred Only) per working day for maximum of 9 days while away from your Head Quarters and when you stay / halt at night in connection with the business of the company, except when you are on leave or absent.

6. REIMBURSEMENT OF LODGING EXPENSES : You will be entitled to reimbursement of lodging expenses, maximum @ Rs. 400/- per working day for a maximum of 9 days in a month in connection with the business of the company, in addition to your Daily Allowance duly supported with relevant supporting /bills. It is further clarified that in absence of relevant bills/supporting, you will not be entitled to reimbursement of lodging expenses.

7. MOTOR CYCLE ALLOWANCE : You will be entitled to Motor cycle allowance @ Rs. 2,750/- p.m. duly supported with relevant bills / supportings, which is payable on pro-rata basis depending on number of days you have used your motor cycle in connection with the business of the company.

It is further clarified that you will not be entitled to reimbursement of traveling expenses for the days you have used your motor cycle, in connection with the business of the company and have claimed motor cycle allowance. It is also clarified that you will be entitled to reimbursement of actual traveling expense towards train or bus fare for the days you have not used your motor cycle or have not claimed motor cycle allowance.

ANNUAL MONETARY BENEFITS:

MEDICAL REIMBURSEMENT : You will be entitled for Medical Reimbursement of Rs. 5,000/- p.a.

8. HEAD QUARTERS : Mahabubabad (Telangana)

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	AREA OF OPERATION	:	Parts of Mahabubabad Dist., Under Warangal Agros P Ltd., Warangal and / or any other area which will be assigned to you from time to time.
10.	TARGET	:	Open for first 6 months of 2020-21.
11.	PROBATION	:	You will be on probation for six months from the date of your appointment, during which period, your services are terminable by a day's notice in writing on either side. At the end of the probationary period or earlier provided that your services have been found satisfactory, your appointment will be confirmed by the company.
12.	TRANSFER	:	The company may at any time during your employment with the company, at its sole discretion, transfer you at any other department or station/location in India.
13.	TERMINATION	:	Your appointment is liable to termination by one month's notice on either side in writing after the date of your confirmation. Your appointment will be further subject to the terms and conditions as appearing in the enclosed Rules & Regulations.

Please return the duplicate copy of this appointment letter and the statement attached to the Rules & Regulations duly signed in token of your acceptance of the appointment offered to you.

We do hope you will be happy working with **ARIES TEAM** and we wish you a very bright future!!!

Cordially yours,
For **ARIES AGRO LTD.,**

B.R.PANDEY
SR. VICE PRESIDENT (HR & PERSONNEL)

Cc.:JP/VO

I ACCEPT,

(Pagilla Anil)

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cognizant

Ref No: 24770059
25-Mar-2023

Vengala Abhinav Krishna

Dear **Vengala Abhinav**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 210,002**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **10-Apr-2023**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Shibu Balakrishnan
AVP – HR

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

Signature: **Date**:

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DAUGHTER EARTH™

ETERNITE ELEMENTS PRIVATE LTD
#297, TNGOS PHASE 1, FINANCIAL DISTRICT
HYDERABAD-500032

Date: 12th June, 2020

Ms. TARINI PRIYA CHIKURTHI
fatimasameenzaidi@gmail.com

Dear Tarini,

LETTER OF EMPLOYMENT

After careful evaluation of your candidature, we are pleased to offer you the position of Research Analyst. Congratulations!

At DAUGHTER EARTH, our vision is to inspire people to choose pure, conscious and scientifically formulated natural skincare and wellness products, and encourage a healthy and conscious lifestyle. As one of our early team members, you would play a pivotal role in shaping the culture and ethos of the organisation, as well as in building us into a successful digitally native brand. We want you to excel at what you do at DAUGHTER EARTH, as much as we want DAUGHTER EARTH to be successful. We are in for a great ride together. So, buckle up!

This will be a full-time position starting immediately.

Monthly Salary would be – INR 11,000/- (all inclusive).

We hope that your learning from this experience would be invaluable and help you pave a strong career path for yourself. We look forward to a long and mutually beneficial association with you. We hope that you find the work inspiring to realize your potential.

Yours Sincerely,

Prasanthy Gurugubelli
for Eternite Elements Pvt. Ltd
www.daughter.earth

Terms & Conditions

DAUGHTER EARTH™

ETERNITE ELEMENTS PRIVATE LTD
#297, TNGOS PHASE 1, FINANCIAL DISTRICT
HYDERABAD-500032

1. **Confidentiality Obligation:** You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the

2. Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment, Company's customer and vendor relationships, which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor.

    a. Confidential Information shall mean and include any information (whether prepared by Company, its advisors or otherwise) furnished by or on behalf of Company to Recipient or its representatives (which term shall include Recipient's directors, officers, agents, advisors, accountants, legal counsel, and lenders, each on a need-to-know basis) which is not generally known in the trade or industry, including, without limitation, information relating to product formulas, manufacturing techniques and processes, customer and supplier information, pricing and cost information, employee information (including compensation), marketing strategies, research and development, and other information of, about or concerning Company's business and its manner of operation. The term Confidential Information also shall include all notes, analyses, summaries, financial data, excerpts, copies and documents prepared by Company or its representatives (which term shall include Company's directors, officers, agents, advisors, accountants, and legal counsel) which contain, reflect or are based upon, in whole or in part, information furnished to Recipient or its representatives pursuant hereto. Confidential Information does not include information that (i) is or becomes generally available to the public other than as a result of a disclosure by Recipient or its representatives in violation of this Agreement or other obligation of confidentiality under which such information may be held, (ii) becomes available to Recipient on a non-confidential basis from a source other than Company or its representatives, provided that such source is not bound by a confidentiality agreement with or other obligation of secrecy to Company, or (iii) is in the Recipient's possession prior to its being furnished to Recipient by or on behalf of the Company or is independently developed by Recipient, in each case as evidenced by written or other tangible evidence.

(Fathima Sameen Zaidi)
DATE: 12th June, 2020
PLACE: Hyderabad

(Please sign the offer letter and send it back to us)

BSc (CT). 2020
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fleming®
LABORATORIES LIMITED

FLEMING LABORATORIES LIMITED
Plot No:131,Ground Floor,Green Park Avenue,
Behind Hotel Surabhi Pride,
(Near Suchitra Junction),
Jeedimetla, Hyderabad - 500 067.Telangana.
Land Line No. : 040-27235851/2/3
Phone No. : 9666858013/ 9666857664
email : info@fleminglabs.com
Web : www.fleminglabs.com
CIN : U24230TG1992PLC014560
GSTIN : 36AAACF3245M1ZK

October 27th, 2020

Mr. K. Sudhi Krishna
Plot. No. 231, Reddy Enclave,
Alwal, Medchal,
Secundrabad.
Telangana State - 500010

Sub: OFFER LETTER

Dear. **Mr. K. Sudhi Krishna**

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

We are pleased to offer you a position in our organization as **Tr. Chemist - Quality Control Department,** at our Nawabpet Unit, on the following terms and conditions.

You will be paid a consolidated salary of **Rs.1,68,000/-** (Rupees One Lakh Sixty Eight Thousand only) per Annum, Cost to Company (CTC), which includes LTA and Annual Bonus.

You are required to report to the undersigned at our Nawabpet Unit, on or before **05th November, 2020, along** with the copies of documents as per Annexure – A, failing of which the offer stands withdrawn, unless the date is extended by us in writing.

You are requested to get a pre - medical examine done and to submit the medical reports before joining in to service. The medical examination will be conducted by our panel medical officer at Panchasheel Medical Services Pvt.Ltd. Institute of Industrial & Occupational Health, Shop No. 401 A & B, Navketan Complex, Clock Tower, and Secunderbad – 500003. Phone No.9618111551, 8008343699, 9885732699 (Dr. Raja Vojjala)

The medical examination expenditure will be paid by the management after submitting the medical bills.

The detailed appointment letter will be issued at the time of your joining.

Best Regards,
For FLEMING LABORATORIES LTD.

M. Jeyamuruga Prakash
Managing Director

Works 1 : Survey No. 270, Nawabpet Village, Shivampet Mandal, Medak Dist.,- 502 313. Telangana. India. Tel : +91 96668 53194, 96664 07521

ANNEXURE - A

You are requested to bring a copy of each of the following documents.

1) Certificates' supporting your educational qualifications & experience (if any).
2) Schooling certificate (SSC/SSLC/ICSE) in support of your age.

In case of experienced:

3) Your relieving letter in original, from your present or immediate ex-employer.
4) Copies of Service Certificates from all your previous employers.
5) Latest Salary certificate from your present or immediate ex-employer.
6) Form 16 or taxable Income Statement duly certified by your previous employer.

For Mediclaim Insurance:

a) Details of family members (*like Name, DOB/age, relationship, etc...)*
(The employee, Spouse and their two dependent children are only allowed)

For opening Corporate Salary Account:

a) 5 Passport size photographs
b) Any one document from each of the under noted 2 lists, for a photo ID and a proof of residence.

List I:

(1) Passport where the address differs
(2) Election ID card
(3) PAN Card
(4) Driving Licence

List II:

1. Income/Wealth tax assessment order
2. Electricity Bill
3. Telephone bill
4. Aadhar Card

For FLEMING LABORATORIES LIMITED,

27/8/2020

Authorized Signatory
Human Resources Department

BSc (CT). 2020.
1117170 11001

Granules India Limited

IInd Floor, 3rd Block My Home Hub, Madhapur, Hyderabad-500 081.INDIA
Ph : +91-40-66760000, Fax : +91-40-23115145
E-mail : mail@granulesindia.com URL : www.granulesindia.com

Annexure

PRE – EMPLOYMENT MEDICAL EXAMINATION

Name :T.Anjani
Age : 21 years
Sex : Female
Department : QC

For GRANULES INDIA LIMITED

Specimen Signature of The Candidate

B Prabhakar Reddy
General Manager - HR&Admin
Signature of the Official

CLINICAL EXAMINATION

VISION - L _____
R _____

ROUTINE INVESTIGATION

Urine - _____

CBP - _____

B.P/Pulse Rate - _____

X-Ray chest PA View - _____

Blood Group - _____

Tuberculosis - _____

Hbs Ag (Hepatitis B surface antigen - _____

Communicable or Contagious diseases - _____

Allergenic Test - _____

After examining Mr. /Ms. _____ I hereby certify that he/she is **FIT / UNFIT** for employment.

Date:

Signature of the Medical Officer

PHOTO

(Should be attested by

October 14,2020

To
The Apollo Clinic

Dear Sir / Madam,

Sub: Pre-Employment Medical Examination

As per our arrangement with your institution for pre-employment medical examination Check-Up screening. We request you to do the needful as per the details mentioned below.

Name of the Employee	: T.Anjani
Type of Checkup	: Pre-Employment Medical Examination
Reports	: To The Employee
Invoice	: To The Company
Unit	: Gagillapur

Regards,

For GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager-HR&Admn

GRANULES INDIA LIMITED
Medchal-Malkajgiri Dist. 500 043.
GAGILLAPUR

GRANULES

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal-Gandimaisamma Mandal, Medchal-Malkajgiri District-500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

October 14,2020

Ms. T.Anjani,
H No:2-239
Hayahnagar,

Dear T.Anjani

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **June 10,1999** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

GRANULES

SERVICE CONDITIONS FOR EMPLOYEES IN STAFF AND EXECUTIVE GRADES

INTRODUCTION AND SCOPE

The Service Conditions are intended to give a clear understanding of the conditions and regulations of employment at Granules India Ltd., and its group companies. Some parts of this annexure are descriptions of standards and expectations and are intended to guide employees. Other parts are rules and regulations governing the employment in the Company. In the spirit of continuous improvement, the service conditions may be modified at any time. In this event, all concerned employees will be communicated about the same from time to time.

EMPLOYEMENT STATUS

You will be on **Training** for a period of **One Year** from the date of your joining duties, which may extend, depending upon your performance, conduct, attendance etc., During the Training period,

- if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.

LEAVES AND HOLIDAYS

All employees are eligible to avail leave as per the leave rules applicable to the business unit / office to which they belong to.

SHIFT TIMINGS, HOURS OF WORK & WEEKLY HOLIDAY

The working hours and the weekly offs depend on the business unit / office to which the employee belongs to.

DUAL EMPLOYMENT

The employees are expected to be in full time employment of the organization and therefore shall not engage in any other profession or business unless it's consented by the company in writing.

TERMINATION OF EMPLOYMENT

An employee's appointment is terminable by **Three Months'** notice or payment of Three Months Basic salary in lieu thereof by either side. In case an employee affects such termination by resignation, the employee is required to serve complete Three Months before he / she can be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of papers, documents, information, and assets is completed.

The company will not be liable to pay notice pay in case the appointment is terminated on grounds of (i) Breach of confidentiality (ii) Gross negligence (iii) Violation of law or willful noncompliance of law (iv)Misconduct (v) Violation of the Code of Conduct or (vi) Providing false information at the time of appointment.

FUNCTIONAL RESPONSIBILITIES

Subject to superintendence, control and direction of the Reporting Authority, you will be responsible for all the functions that are allocated to you by your Reporting Authority from time to time, for which you shall maintain the relevant records and comply with all the statutory requirements, if any, within the stipulated time. You may also be entrusted with any other tasks or assignments from time to time in the exigencies of the Company's business orally or in writing either by your Reporting Authority or by any other higher official.

MEDICAL EXAMINATION

Further, your continuance in the employment is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

GRANULES

UPKEEP AND MAINTENANCE OF ASSETS

The employees are responsible for safe keeping and return in good condition and order the company's property and / or equipment which they may be given or handed over for official use. The employees will return forthwith, as and

when called upon to do so, in good condition and order, all property and / or equipment which may have come into their possession during the course of the employment.

CONFIDENTIALITY AND NON-DISCLOSURE

An employee shall not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

Any commitment given by the Company, to third parties including collaborators, customers, and suppliers regarding confidentiality of information available to an employee will become automatically binding on such employee. Employees will have to give an undertaking to the company to ensure Protection of Intellectual Property Rights and Confidentiality provisions as mentioned above.

An employee may publish any articles or deliver any talk or be associated with any organization pertaining to his / her profession only with a prior written consent of the company.

INTELLECTUAL PROPERTY

It is a condition of the employment that the Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by the employees during their employment.

To the extent that, by law, the employee does not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company, the employee hereby irrevocably and unconditionally assigns to the company all intellectual property rights including copyright, in all such works.

RETIREMENT AGE

All employees shall retire from the services of the company on attaining the age of 60 years. Any extension to the employment beyond the age of 60 years shall be with mutual consent and on terms and conditions as agreed.

POLICIES AND PROCEDURES

All employees are liable to conform to Company policies and procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

CODE OF BUSINESS CONDUCT

All employees are required to adhere to the Code of Business Conduct. The employees are required to sign a declaration in the requisite format undertaking adherence to the Code of Business Conduct.

JURISDICTION

Any disputes arising out of and / or relating your employment with the company shall be subject to the jurisdiction of city of Hyderabad only.

GRANULES

Annexure

Name : T.Anjani

Designation : Technical Trainee

Grade : TT

New Salary Structure	Monthly	Annual
Basic Salary	6,200	74,400
House Rent Allowance	4,347	52,164
Gross Salary (A)	**10,547**	**1,26,564**
Employer PF	744	8,928
Employer ESI	343	4,116
Bonus	700	8,400
Statutory Payments (B)	**1,787**	**21,444**
Fixed Pay (A+B)	**12,334**	**1,48,000**

for **GRANULES INDIA LIMITED**

B.Prabhakar Reddy
General Manager – HR & Admn

T.Anjani

GRANULES

GUIDE TO THE COMPONENT WISE DESCRIPTION

BASIC SALARY

Basic Salary is the most important component of the compensation structure. The employer contribution to Provident Fund is calculated based on this amount. This component is also linked to House Rent Allowance, Leave Encashment, Bonus and Gratuity. This amount is credited every month from the date of joining and is fully taxable. This amount is approximately 45% of your monthly fixed pay.

HOUSING RENT ALLOWANCE

Housing Rent Allowance is a salary component that is paid to you to pay your house rent. Employee's eligibility is 40% of the employee's Basic Salary. This amount is subject to tax deduction at source as per the pertinent Income Tax rules and on the rent bills submission.

LEAVE TRAVEL ALLOWANCE

This is an amount which is provided to an employee to claim towards reimbursement of traveling expenses for self and members of your immediate family. "The family for this purpose means spouse and children and your parents, brothers and sisters or any of them, wholly or mainly dependent on you". The taxability of this allowance is as per the pertinent Income Tax rules.

EMPLOYER PROVIDENT FUND

This amount indicates the employer's contribution to the Employee's Provident Fund account and the Family Pension Scheme. Such an amount is typically 12% on the wage celling limit of Rs. 15,000/- i.e. Rs. 1800/-.

BONUS / EX-GRATIA

This is an amount which will be paid during Oct/Nov every year.

Apart from the above remuneration (Annexure), the company provides additional benefits. A few of them are listed below:

1. Coverage under Group Medical Insurance Policy for Self and direct dependents like Spouse, Children (s) & Parents where the premium to be borne by the company as well as the employee
2. Coverage under Group Personal Accident Policy as per your Grade
3. Coverage under Employee Deposit Linked Insurance (for employees under Provident Fund)
4. Coverage under the Future Service Liability for the full anticipated service and also the Gratuity as per the Payment of Gratuity Act, 1972

AMENDMENT TO THE COMPENSATION AND BENEFITS STRUCTURE

The company reserves the right to modify the structure time to time depending on need. The employee shall be intimated about the changes as required.

I have read and understood the terms and conditions mentioned above. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize Granules India Ltd., to verify the documents from an outside Background Screening Agency, which includes my current/previous Employment history, Educational / Professional Credentials and background verification. If upon investigations, any false or misleading information found may result in dismissal of employment.

Signature : _____

Name : _____

Date : _____

BSc(CT) 2020
111717011002

GRANULES

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal Gandimaisamma Mandal, Medchal-Malkajgiri District-500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

October 14,2020

Ms. B.Mamatha,
H No:3-47
Bodhan,

Dear B.Mamatha

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **January 2,1999** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

BSc(CT) 111717011004

GRANULES

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal-Gandimaisamma Mandal, Medchal-Malkajgiri District 500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

October 14,2020

Ms. D.Naga Lakshmi Kumari,
H No:9-210
Ayodhya Nagar,

Dear D.Naga Lakshmi Kumari

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP.** However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **August 20,1999** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

Cognizant

Ref No: 16025092
21-Jul-2021

R. Kamini

Dear **R.**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 180,003**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **23-Jul-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature: **Date**:

Cognizant

Compensation and Benefits

Name:	R. Kamini	**Designation:**	Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	2412	28,944
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	374	4,488
	Annual Gross Compensation		**180,003**
	Annual Total Compensation		**180,003**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**199,503**

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

• Floating medical insurance coverage
• Round-the-clock group personal accident insurance coverage
• Group term life insurance coverage
• Employees' compensation insurance benefit as per the Employee's Compensation Act
• Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

• Earned Leave – 18 days
• Sick Leave – 12 days
• Casual Leave – 6 days

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

 # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

• Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
• Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 21-Jul-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

R. Kamini, ____(Age) ,residing at _____
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or

meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,

b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,

c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,

d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and

e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the

applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account

or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be

construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with

respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited **R. Kamini**



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature: **Date**:

BSc (M) . 2020 .
1117170110022

GRANULES

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/1, 162 & 174/A, Gagillapur Village,
Dundigal Gandimaisamma Mandal, Medchal Malkajgiri District 500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN: L24110TG1991PLC012471

October 14,2020

Ms. T.Sravani,
H No:3-101/1
Medchal,

Dear T.Sravani

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **January 12,2000** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

Bsc (CT) '2020
111717011029

GRANULES

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal-Gandimaisamma Mandal, Medchal-Malkajgiri District-500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

October 14,2020

Mr. D.Pavan Kumar Reddy,
H No:3-32
Muduchinthalapally,

Dear D.Pavan Kumar Reddy

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **October 5,1999** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

BSC CT 2020
111717011030

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: OFFER LETTER

1 message

parmesh desham <parmeshdesham@gmail.com>
To: loyolaplacements@gmail.com

Wed, Dec 9, 2020 at 2:14 PM

---------- Forwarded message ---------
From: **Shilpa Nookaraju** <Shilpa.Nookaraju@granulesindia.com>
Date: Thu, 15 Oct, 2020, 9:04 am
Subject: OFFER LETTER
To: parmeshdesham@gmail.com <parmeshdesham@gmail.com>

Hi..

Greetings from Granules India Limited!

Note: Your offer has been issued on Intermediate qualification with CTC 1,48,000/-PA and based on final result of B.Sc will be provided revised CTC letter with CTC 1,68,000/-PA subject to submission of B.Sc certificates (Xerox copies).

Thanks for evincing interest to work for Granules India Ltd. With reference to your application and based on our subsequent discussions with you ,we are glad to [o]er you in our organization and please find attached **PRE EMPLOYMENT MEDICAL EXAMINATION FORM.**

As a part of pre-employment verification , we are conducting background verification. In this regard, we request you to find attached background verification form and fill it as per requirement and send it back same as soon as possible.

*All columns should be filled with appropriate data, blank columns are not permitted.

And, please bring the follow things:

- 8 Nos. of Passport Size Photographs.
- **PAN Card & AAadhar Card Xerox is mandatory to submit**
- Medical reports with doctor's signature with stamp on Pre employment medical examination form.
- All educational certificates

Please find and reply us the following things.

Mention your probable date of joining and send resignation acceptance within a week.

Thanks & Regards

Shilpa-Human Resources

9849040162

Granules India Limited

Tel: +91 8418 255233 Ext.6417

Fax: +91 8418 257122

www.granulesindia.com

From:

CONFIDENTIAL

Syngene



Dinesh

Name : Kanuganti Dinesh
ID Number: 10027280
Blood Group: O+
Emergency Contact: Harish Kumar
Emergency Contact No. 8143767512

44-08302

If found, please return to

Syngene International Ltd.
KSP-9000, Block No.7 & 8
MN Park, Synergy Square 2
Genome Valley, Kolthur
Shameerpet, Medchal District
Hyderabad 500 078, Telangana,
T +91 84 1867 9600
Corp Office + 91 80 6891 9191
Website www.Syngeneintl.com
This badge is the property of Syngene

GRANULES

BSC CT (2020)
111717011041

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal-Gandimaisamma Mandal, Medchal-Malkajgiri District-500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

October 14,2020

Mr. N.Krishna Chaithanya,
H No:5-98/C
Annaram,

Dear N.Krishna Chaithanya

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **November 28,1999** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the below mentioned original documents for verification and submit the photocopies.

a) Proof of date of birth / SSLC / HSC certificate stating date of birth
b) Educational Qualifications
c) Relieving and Experience letter from the previous employer/s
d) Aadhaar card and PAN Card **(mandatory)**
e) Passport / Voter card / Driving License / Ration Card
f) Four copies of your recent Identity card size and one copy of stamp size color photograph
g) Form – 16 of last two financial years from previous employer (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

N.Krishna Chaithanya

FLEMING LABORATORIES LIMITED
Plot No:131,Ground Floor,Green Park Avenue,
Behind Hotel Surabhi Pride,
(Near Suchitra Junction),
Jeedimetla, Hyderabad - 500 067.Telangana.
Land Line No.: 040-27235851/2/3
Phone No.: 9666858013/ 9666857664
email : info@fleminglabs.com
Web : www.fleminglabs.com
CIN : U24230TG1992PLC014560
GSTIN : 36AAACF3245M1ZK

October 27th, 2020

Mr. Nagulapalli Rudra Manikanta
H. No. 2-3-411/289
Chandranagar Colony,
Secundrabad.
Telangana State - 500010

Bsc (Chemical)
111717011046

Sub: OFFER LETTER

Dear. **Mr. Nagulapalli Rudra Manikanta**

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

We are pleased to offer you a position in our organization as **Tr. Chemist - Quality Control Department,** at our Nawabpet Unit, on the following terms and conditions.

You will be paid a consolidated salary of **Rs.1,68,000/-** (Rupees One Lakh Sixty Eight Thousand only) per Annum, Cost to Company (CTC), which includes LTA and Annual Bonus.

You are required to report to the undersigned at our Nawabpet Unit, on or before 05th November, 2020, along with the copies of documents as per Annexure – A, failing of which the offer stands withdrawn, unless the date is extended by us in writing.

You are requested to get a pre - medical examine done and to submit the medical reports before joining in to service. The medical examination will be conducted by our panel medical officer at Panchasheel Medical Services Pvt.Ltd. Institute of Industrial & Occupational Health, Shop No. 401 A & B, Navketan Complex, Clock Tower, and Secunderbad – 500003. Phone No.9618111551, 8008343699, 9885732699 (Dr. Raja Vojjala)

The medical examination expenditure will be paid by the management after submitting the medical bills.

The detailed appointment letter will be issued at the time of your joining.

Best Regards,
For FLEMING LABORATORIES LTD.

M. Jeyamuruga Prakash
Managing Director

ANNEXURE – A

You are requested to bring a copy of each of the following documents.

1) Certificates' supporting your educational qualifications & experience (if any).
2) Schooling certificate (SSC/SSLC/ICSE) in support of your age.

In case of experienced:

3) Your relieving letter in original, from your present or immediate ex-employer.
4) Copies of Service Certificates from all your previous employers.
5) Latest Salary certificate from your present or immediate ex-employer.
6) Form 16 or taxable Income Statement duly certified by your previous employer.

For Mediclaim Insurance:

a) Details of family members (*like Name, DOB/age, relationship, etc...)*
(The employee, Spouse and their two dependent children are only allowed)

For opening Corporate Salary Account:

a) 5 Passport size photographs
b) Any one document from each of the under noted 2 lists, for a photo ID and a proof of residence.

List I:

(1) Passport where the address differs
(2) Election ID card
(3) PAN Card
(4) Driving Licence

List II:

1. Income/Wealth tax assessment order
2. Electricity Bill
3. Telephone bill
4. Aadhar Card

For FLEMING LABORATORIES LIMITED,

27/10/2020

Authorized Signatory
Human Resources Department

GRANULES

Bsc (cr) : 111717011052

FINISHED DOSAGES

GRANULES INDIA LTD., Sy Nos. 160/A, 161/E, 162 & 174/A, Gagillapur Village,
Dundigal-Gandimaisamma Mandal, Medchal-Malkajgiri District-500 043, Telangana, INDIA
Tel: +91 8418 306400, Fax: +91 8418 306402, mail@granulesindia.com, www.granulesindia.com
CIN : L24110TG1991PLC012471

Mr. V.Anil Reddy,
H No:1-13/2
Girmapur,

October 14,2020

Dear V.Anil Reddy

This has reference to your application for employment and subsequent interviews you had with us. We are pleased to appoint you as **Technical Trainee** in **Quality control** function in the grade **TT**, in our company on the following terms and conditions:

Your total remuneration and other perquisites will be **Rs.1,48,000/- (Rupees One Lakh and Fourty Eight Thousand only)** per annum (Refer **Annexure** for detailed breakup)

Matters pertaining to your remuneration are treated in strictest of confidence by the company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

At present you will be posted at our **GGP**. However, your services are liable to be transferred to any other department, to any shift, work sites, offices, branches, factories associates or group companies anywhere in India/outside India depending upon the exigencies of work.

Your appointment is subject to your being found physically fit which need to be certified by a Registered Medical Officer. Your date of birth as per your application for appointment is **August 11,1998** and the same is hereby confirmed.

We request you to join the organization at the earliest, however not later than **October 28,2020.** Please carry the **below mentioned original documents for verification** and submit the photocopies.

a) **Proof of date of birth** / SSLC / HSC certificate stating date of birth
b) **Educational Qualifications**
c) **Relieving and Experience letter from the previous employer/s**
d) **Aadhaar card and PAN Card (mandatory)**
e) **Passport / Voter card / Driving License / Ration Card**
f) **Four copies of your recent Identity card size and one copy of stamp size color photograph**
g) **Form – 16 of last two financial years from previous employer** (if applicable)

Please contact the HR Department at 09:30 hrs on the date of joining at Granules India Ltd., Gagillapur Village, Dundigal-Gandimaisamma Mandal, Madchal-Malkajgiri District – 500 043 to complete the joining formalities.

Please sign the duplicate copy of this letter as an acceptance of the terms contained herein and confirm the date by which you will be joining the organization latest by **October 20,2020** after which the offer will stand withdrawn.

We look forward to having long-term association with you.

With best wishes
for GRANULES INDIA LIMITED

B.Prabhakar Reddy
General Manager – HR & Admn

Gmail

BSc (Hons) and Engineering (2019-2020) 2020.

sreeda avyukth <sreedaavyukth@gmail.com>

111717013002

Fwd: Letter of Intent - Bala Nikitha Reddy Gade - Ref. No.: 9682689

Nikitha Gade <nikithagade1004@gmail.com> Thu, Nov 26, 2020 at 11:18 AM
To: sreedaavyukth@gmail.com

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Tue, 28 Jan 2020, 8:22 pm
Subject: Letter of Intent - Bala Nikitha Reddy Gade - Ref. No.: 9682689
To: <nikithagade1004@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Bala Nikitha Reddy Gade,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000	712	15,712/- (*)
Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

s sincerely,

or **Wipro Limited**
Sunil Kalachar
General Manager - Talent Acquisition

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

BSc Comp Science (2020)
and Engineering
111717013005
2019-2020

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Welcome to Wipro | Virtual Onboarding Day – November 16th 2020

1 message

Sat, Nov 7, 2020 at 12:42 PM

Bhoga Tejaswini <bhogatejaswini109@gmail.com>
To: loyolaplacements@gmail.com

---------- Forwarded message ---------
From: <manager.campus@wipro.com>
Date: Wed, Nov 4, 2020, 8:05 PM
Subject: Welcome to Wipro | Virtual Onboarding Day – November 16th 2020
To: <bhogatejaswini109@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – November 16th 2020

Dear **Bhoga Tejaswini**

Resume Number - **9654459.**

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on **November 23rd 2020.**

In order for a successful joining in Wipro, we would like to onboard you virtually on **November 16th 2020** for completion of your joining formalities as per the information mentioned below.

Please click on the below mentioned link for joining the onboarding virtually from your laptop/desktop. Please ensure that you have good network connectivity in order to complete the joining formalities.

Joining Link for Virtual Onboarding - Remote Onboarding Batch 2

Virtual Onboarding Date	Time	Contact Person
November 16th 2020	09:30 AM	Antony | Alen

For the purpose of document verification process, please ensure that you have uploaded the following mandatory documents in iVerify.

- PAN Card
- Graduation mark sheet- 5th semester (Original/ Internet copy)
- Graduation mark sheet- 6th semester (Original/ Internet copy)

  (In case you do not have 6th semester marksheet with you currently, you need to submit the same within 90 days of joining Wipro).

- Course Completion Certificate of Graduation OR Authorization Letter/ Bonafide Letter issued from college in the absence of Provisional certification issued from the University.

  (Candidates can also upload the official email confirmation from college on Course completion for onboarding).

In case you have missed to upload any of the above mentioned documents, please upload by following below steps by November 12th 2020.

STEP 1 : Click **HERE** and login to the Candidate desktop by using Wipro Resume number and password.

STEP 2 : Click on the Clarification tab (iVerify) in Candidate desktop to upload the documents.

For completion of joining formalities, you will receive a separate mail from campus.onboarding@wipro.com. **Please do submit all the required documents for successful joining in Wipro.**

On successful completion of joining formalities on the virtual onboarding day, you will begin your training on November 23rd 2020 which will be your joining date in Wipro.

Please read below instructions carefully:

- Taking into account the prevailing COVID 19 pandemic situation, you will be working from home for the initial period of your joining until further communicated by Wipro.
- The posting location, once the COVID 19 pandemic situation normalizes, will be **Bangalore** You will be notified by respective manager and business team as and when you would be required to Work from Office. The posting location is subject to change basis business requirements. We will communicate to you in case of any changes in the posting location.
- In case you fail to complete your joining formalities on virtual onboarding day due to some reason, Wipro will authenticate the reason for insufficiency of completing the joining formalities and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- We are eagerly waiting to onboard you with us. However, in case you do not want to join as per the scheduled date due to some reason and would like to seek postponement for your joining in Wipro, please drop an e-mail stating the reason for not joining as per the scheduled date to manager.campus@wipro.com. Wipro will authenticate the reason for seeking postponement and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- The allowance amount with regards to Travel, Accommodation, Food & Other Miscellaneous expenses mentioned in your Appointment letter will be paid to you once you will resume Work From Office.

- Please note that it is mandatory for you to be present in India in order to complete your onboarding formalities and start your career journey with Wipro. Anyone who is residing outside India will not be entitled for Onboarding.

For any further clarification, you may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to onboard you soon!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

Sensitivity: Internal & Restricted

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

8 attachments

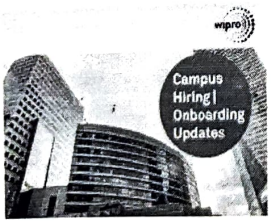

image001.png
2777K

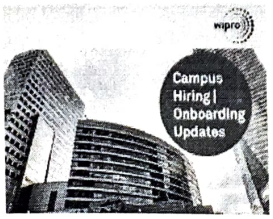

image002.png
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image004.png
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image005.png

Computer Science

Offer Letter

1117170130062020
(2019-2020)

7-Oct-19

Dear B Sneha,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

Your date of joining would be **1st June 2020**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to the successful background verification.** Your location of employment will be either at Hyderabad/Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

For ValueMomentum Software Services Pvt. Ltd.

I accept the terms of this letter

(Candidate's Signature)

Stack up details of Compensation

Name: Ms. Sneha,

Components	Monthly Amount	Annual
Basic Salary	6250	74999
House Rent Allowance	2500	30000
Special Pay	5816	69792
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	300	3606
ESI	590	7076
Flexible Benefits:		
Meal Card	2500	30000
LTA	1667	20000
Total	**20833**	**250000**
Annual Component (Payable from the date of joining)	**Variable Pay**	**0**
Total Annual Gross Salary	**250000 (Rupees Two Lakh Fifty Thousand Only)**	

Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional tax	200	
Total Deductions	3800	
Income Tax	**As applicable**	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefit like Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the data of joining ValueMomentum, you will be eligible for a onetime **retention bonus** up to **Rs. 150,000/-** (One Lakh fifty thousand only) based on your performance. This will be eligible only for active employees who are on the roles of ValueMomentum and not serving notice period as on the bonus payment date.

You are requested to contact the Human Resources Department for further clarification if any.
This Offer Letter is valid for you to join on or before 1-Jun-20.

Talent Acquisition Group

Candidate Signature

Bsc(CS) 2021

Cognizant

111717013007
B.Sc Comp Science and Engineering
(2019-2020)

28-May-2020

Dear Chennuru Likhitha Likhitha,
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14073286

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : C. Likhitha

Date: 23/1/2021

Cognizant

Annexure A

Name: Chennuru Likhitha Likhitha **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

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

BSC CS - 2020.
1117170130 2
B.Sc Computer Science Engineering.

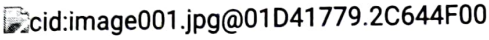
Fwd: Cognizant - Date of Joining Intimation Mailer !
1 message

Mon, 16 Nov, 2020 at 9:55 ar

pooja reddy <pujagopu@gmail.com>
To: saikiran4121999@gmail.com

——— Forwarded message ———
From: <c2c@cognizant.com>
Date: Thu, 22 Oct 2020, 02:35
Subject: Cognizant - Date of Joining Intimation Mailer !
To: <pujagopu@gmail.com>

cid:image001.jpg@01D41779.2C644F00



Dear Gopu Pooja Reddy,

Greetings from Cognizant!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 28th Oct 2020 ; Job Location: Hyderabad

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any Cognizant office for onboarding or training or project work until further notice from us. **Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.**

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One Cognizant pre joining forms. The joining location mentioned in this mail will be your base location of work when Cognizant offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

Agenda:

Day 1 : Document validation and Onboarding process via webex (video conferencing).

Day 2 onwards: Virtual Induction and Virtual Training / Virtual BU Project (Further details will be intimated on Day 1)

We request you to login to One Cognizant, accept your Date of joining (DOJ), complete the pre-joining forms and photo upload (Try in latest version of Internet Explorer Browser) on or before 23rd Oct 2020. Please ignore if you have already completed above the steps.

- The option to accept the DOJ in the 1C portal would be disabled one day prior to the DOJ. However, the earlier you accept, the faster will be your onboarding pass

generation process. Kindly do not accept the DOJ more than once.

- Candidates who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status.

- There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Onboarding Pass would be generated one day before your DOJ, only upon accepting DOJ & completing all the forms (including photo upload). Once the Onboarding Pass is ready, a mail notification would be triggered. Please wait for the mail; share the soft along with all other mandatory documents mentioned in the Date Intimation mailer.

Prior to Joining: You will receive a separate mail 3 days prior to your DOJ and you need to share below mandatory documents with us via mail to enable smooth onboarding. **The link to join the onboarding process on DOJ will be shared 5-6 hours before DOJ.**

Marksheets & Certificates (Soft Copy of Original or Photocopy)

For 2020 Batch pass outs

1. Latest Degree – Final 2 semester mark sheet and provisional certificate issued by the University. If University is yet to announce result or provide mark sheet and provisional certificate, please share valid Annexure 3 document printed in appropriate bond paper. Annexure 3 will be shared in separate mail.

For 2019 and earlier batch pass outs

1. UG-All Semester-wise marksheets or consolidated marksheet

5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)

2. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits)

3. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Soft Copy of Original or Photocopy of the document)

1. PAN Card (issued in your Anchit Ghai)

2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment

3. Aadhaar Card or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass (Will be triggered 1 day prior DOJ)

2. Four passport-size color photographs

• If any of the above mandatory documents are not available, you would not be considered for onboarding and may not be onboarded due to insufficient documents.

• In case any of the original marksheets are lost and duplicate attested marksheets are available. Please share the FIR copy for the old marksheets as well as the duplicate attested copy.

• Please note that the offer letter will be declared invalid and treated as revoked in the event of any discrepancy in your records, documents and information that you have

submitted to Cognizant.

You will be provided the required resources for work after your onboarding. However, in the meantime before you receive Cognizant provided resources, please enable yourself to deliver the services expected out of you post joining.

.Please find attached FAQs. Kindly raise a query in the FAQ section of C2C portal https://campus2cognizant.cognizant.com/Pages/PreLogin for any queries/clarification.

Looking forward to your joining!

Regards,

Cognizant-Human Resources

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Kutikanti Supriya
1117 17 013 017
BSc (CSE) Computer Science and Engineering

From: Kutikanti Supriya
Sent: Tuesday, November 17, 2020 12:21 PM
To: Nikhil Goud
Subject: Fwd: Congratulations on successfully clearing the TCS NQT

---------- Forwarded message ---------
From: <careers@mail.digialm.com>
Date: Fri, 31 Jan 2020, 6:58 pm
Subject: Congratulations on successfully clearing the TCS NQT
To: <Kutikantisupriya0107@gmail.com>

Dear Candidate,

This email is a confirmation that you have successfully cleared the TCS National Qualifier Test (NQT).
Heartiest congratulations to you!
Your interview date, time and venue will be shared with you soon. Keep watching this space for the details.

Please note that a valid DT number is mandatory for the interview. Register now on the TCS Nextstep Portal to generate your unique DT Number. For any queries, drop an email on CBOCampus.support1@tcs.com or call 022 67784070.

All the best for the interview!

Cognizant

28-May-2020

Dear Muthukur Sai Priya,
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14073284

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-.** This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Muthukur Sai Priya **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
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	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

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- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

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

Gmail pabbathi vasavi <pabbathivasavi@gmail.com>

Cognizant - Date of Joining Intimation Mailer !

9 messages

c2c@cognizant.com <c2c@cognizant.com> Thu, Oct 22, 2020 at 2:35 AM
To: pabbathivasavi@gmail.com

1117170130 20 BSc (CS) 2020



Dear Pabbathi Vasavi,

Greetings from Cognizant!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 28th Oct 2020 ; Job Location: Hyderabad

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any Cognizant office for onboarding or training or project work until further notice from us. **Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.**

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One Cognizant pre joining forms. The joining location mentioned in this mail will be your base location of work when Cognizant offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

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Day 2 onwards: Virtual Induction and Virtual Training / Virtual BU Project (Further details will be intimated on Day 1)

We request you to login to One Cognizant, accept your Date of joining (DOJ), complete the pre-joining forms and photo upload (Try in latest version of Internet Explorer Browser) on or before 23rd Oct 2020. Please ignore if you have already completed above the steps.

- The option to accept the DOJ in the 1C portal would be disabled one day prior to the DOJ. However, the earlier you accept, the faster will be your onboarding pass generation process. Kindly do not accept the DOJ more than once.
- Candidates who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status.

submitted to Cognizant.

You will be provided the required resources for work after your onboarding. However, in the meantime before you receive Cognizant provided resources, please enable yourself to deliver the services expected out of you post joining.

.Please find attached FAQs. Kindly raise a query in the FAQ section of C2C portal https://campus2cognizant.cognizant.com/Pages/PreLogin for any queries/clarification.

Looking forward to your joining!

Regards,

Cognizant-Human Resources

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cid:image002.jpg@01D41779.2C644F00

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4 attachments



image001.jpg
93K

image002.jpg
3K

image002.jpg
3K

Onboarding FAQs.pdf
410K

athi vasavi <pabbathivasavi@gmail.com>
ndithap2011@gmail.com

Tue, Nov 10, 2020 at 11:15 AM

There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Onboarding Pass would be generated one day before your DOJ, only upon accepting DOJ & completing all the forms (including photo upload). Once the Onboarding Pass is ready, a mail notification would be triggered. Please wait for the mail; share the soft along with all other mandatory documents mentioned in the Date Intimation mailer.

Prior to Joining: You will receive a separate mail 3 days prior to your DOJ and you need to share below mandatory documents with us via mail to enable smooth onboarding. **The link to join the onboarding process on DOJ will be shared 5-6 hours before DOJ.**

Marksheets & Certificates (Soft Copy of Original or Photocopy)

For 2020 Batch pass outs

1. Latest Degree – Final 2 semester mark sheet and provisional certificate issued by the University. If University is yet to announce result or provide mark sheet and provisional certificate, please share valid Annexure 3 document printed in appropriate bond paper. Annexure 3 will be shared in separate mail.

For 2019 and earlier batch pass outs

1. UG-All Semester-wise marksheets or consolidated marksheet

5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)

2. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits)

3. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Soft Copy of Original or Photocopy of the document)

1. PAN Card (issued in your Anchit Ghai)

2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment

3. Aadhaar Card or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass (Will be triggered 1 day prior DOJ)

2. Four passport-size color photographs

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.Please find attached FAQs. Kindly raise a query in the FAQ section of C2C portal https://campus2cognizant.cognizant.com/Pages/PreLogin for any queries/clarification.

Looking forward to your joining!

Regards,

Cognizant-Human Resources

2020 (CS)

111717013024
B.Sc. Computer Science and Engineering

Cognizant

(2019-2020)

28-May-2020

Dear Richard Precilla,
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14073278

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Richard Precilla **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus****	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
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- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

BSC Comp Science (2020)

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Welcome to Wipro | Virtual Onboarding Day – November 17th, 2020

111717013032

1 message

Thummala Shalini <thummalashalini0124@gmail.com>
To: loyolaplacements@gmail.com

Sat, Nov 7, 2020 at 12:36 PM

B.Sc Comp Scien Engineering 2019-2020.

---------- Forwarded message ---------
From: <manager.campus@wipro.com>
Date: Wed, 4 Nov, 2020, 10:39 PM
Subject: Welcome to Wipro | Virtual Onboarding Day – November 17th, 2020
To: <Thummalashalini0124@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – November 17th, 2020

Dear **Thummala Shalini**

Resume Number - **9631375.**

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on **November 23rd, 2020.**

In order for a successful joining in Wipro, we would like to onboard you virtually on **November 17th, 2020** for completion of your joining formalities as per the information mentioned below.

Please click on the below mentioned link for joining the onboarding virtually from your laptop/desktop. Please ensure that you have good network connectivity in order to complete the joining formalities.

Joining Link for Virtual Onboarding - Remote Onboarding Batch 1

Virtual Onboarding Date	Time	Contact Person
November 17th, 2020	9:30:00 AM	Arun | John

For the purpose of document verification process, please ensure that you have uploaded the following mandatory documents in iVerify.

- PAN Card
- Graduation mark sheet- 5th semester (Original/ Internet copy)
- Graduation mark sheet- 6th semester (Original/ Internet copy)

  (In case you do not have 6th semester marksheet with you currently, you need to submit the same within 90 days of joining Wipro).

- Course Completion Certificate of Graduation OR Authorization Letter/ Bonafide Letter issued from college in the absence of Provisional certification issued from the University.

  (Candidates can also upload the official email confirmation from college on Course completion for onboarding).

In case you have missed to upload any of the above mentioned documents, please upload by following below steps by November 12th, 2020.

STEP 1 : Click **HERE** and login to the Candidate desktop by using Wipro Resume number and password.

STEP 2 : Click on the Clarification tab (iVerify) in Candidate desktop to upload the documents.

For completion of joining formalities, you will receive a separate mail from campus.onboarding@wipro.com. Please do submit all the required documents for successful joining in Wipro.

On successful completion of joining formalities on the virtual onboarding day, you will begin your training on November 23rd, 2020 which will be your joining date in Wipro.

Please read below instructions carefully:

- Taking into account the prevailing COVID 19 pandemic situation, you will be working from home for the initial period of your joining until further communicated by Wipro.
- The posting location, once the COVID 19 pandemic situation normalizes, will be **Hyderabad.** You will be notified by respective manager and business team as and when you would be required to Work from Office. The posting location is subject to change basis business requirements. We will communicate to you in case of any changes in the posting location.
- In case you fail to complete your joining formalities on virtual onboarding day due to some reason, Wipro will authenticate the reason for insufficiency of completing the joining formalities and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- We are eagerly waiting to onboard you with us. However, in case you do not want to join as per the scheduled date due to some reason and would like to seek postponement for your joining in Wipro, please drop an e-mail stating the reason for not joining as per the scheduled date to manager.campus@wipro.com. Wipro will authenticate the reason for seeking postponement and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- The allowance amount with regards to Travel, Accommodation, Food & Other Miscellaneous expenses mentioned in your Appointment letter will be paid to you once you will resume Work From Office.

- Please note that it is mandatory for you to be present in India in order to complete your onboarding formalities and start your career journey with Wipro. Anyone who is residing outside India will not be entitled for Onboarding.

For any further clarification, you may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to onboard you soon!

Regards.

Global Campus Hiring Team
Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

Sensitivity: Internal & Restricted

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

8 attachments

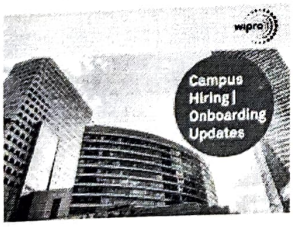

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image006.png

29/6/2022
Hyderabad, Telangana

Balaiah Chaitanya
8374414888
chaitanya.antaram@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Balaiah Chaitanya,

Congratulations! You have been selected as "**Data Scientist**" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of **INR** 628,004 **(Six Lakh Twenty Eight Thousand and Four Only)**. The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer.
Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 30/6/2022. Your employment as Data Scientist will start from 30/6/2022. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director – Human Resources

I, Balaiah Chaitanya, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____ Date: _____

Full Name: Balaiah Chaitanya

ANNEXURE – A

Details of the Gross Annual Remuneration on receiving letter of appointment

Designation	Data Scientist	
Salary Offered (in INR)	400,000	
Salary Head	Yearly	Monthly
Basic	144,000	12,000
HRA	57,600	4,800
Food Coupons	26,400	2,200
Conveyance Allowance	19200	1,600
Other Allowances	75,520	6,293
Performance Based Pay	60,000	5,000
Employer Contribution to PF	17,280	1,440
Total Salary (in INR)	**400,000**	**33,333**
Service Agreement Reimbursement	128,004	10,667
Gross Emoluments (in INR)	**528,004**	**44,000**

The above remuneration is subject to Income Tax and Other statutory deductions.

ANNEXURE - B

TERMS AND CONDITIONS

Satisfactory Completion of the Training

1. You shall be undergoing a training for 9 months through a knowledge partner identified by TuringMinds.ai.
2. Completing the training satisfactorily means you must
   i. Maintain a 90% attendance in the classes
   ii. Write all 35 Tests
   iii. Complete 7 Projects
   iv. Participate in 2 Hackathons

Employment on completion of the Training

3. TuringMinds.ai will deploy you on projects / consulting assignments subject to the client's needs
4. TuringMinds.ai reserves the right to transfer you to one of its clients as a permanent/project-based employee based on the needs. At that point, TurningMinds will ensure that the CTC is protected.

Termination and Discontinuation

5. TuringMinds.ai will review your performance over the first 2 weeks and either party can discontinue the conditional employment. In such situations, the Service Agreement along with all liabilities will be cleared.
6. Any request for discontinuation or termination after the 2-week review would be considered as a breach of the service agreement and the reimbursement of education loan would cease from the last month of employment. In such cases, the liability of the education loan becomes the sole responsibility of the employee. TuringMinds.ai, in such cases, will provide complete assistance to the financial partner
7. Under extreme circumstances where the student is unable to attend the coursework due to a medical condition, an extension of not more than 90 Days can be provided at the discretion of the management.
8. If the information provided by the candidate is found to be incorrect or the candidate resorts to any unethical / objectionable behavior, TuringMinds.ai reserves the right to terminate the employment without any notice and liability on TuringMinds.ai thereof.

Repayment and Reimbursement of Expenses

9. It is the responsibility of the employee to repay the loan in case the employee in question drops out of the training, discontinues employment, or is terminated based on any policy violation.
10. TuringMinds.ai will not have any financial liability to the candidate or any bank / financial institution in case the candidate wants to quit the job for a better job.
11. TuringMinds.ai does not collect the fee and therefore will not be liable to a refund of any kind.

Disputes and Resolutions

12. If there is any discrepancy found in the documents/certificates furnished by you, TuringMinds will have the option of withdrawing this offer any time.
13. The terms of this offer shall be governed in accordance with the law of India and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.

ANNEXURE - C

SERVICE AGREEMENT

You shall execute and honor the Employment Agreement/Appointment letter furnished to you if appointed by TuringMinds as forming part and parcel of this offer.

All employees must take a loan from our financial partner for an amount of INR 4,00,000. Employees must only go through our financial partner. No other form of payment will be accepted.

TuringMinds will reimburse the monthly EMI to the employee and clears it within 3 years of their confirmation as Data Scientist.

During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company manuals and any other agreement that you may execute with the Company from time to time. You are required to submit photocopies the following documents at the time of reporting for duty:

a. Certificates in proof of your educational qualifications

b. Certificate in proof of your Date of Birth

e. Three passport size photographs

f. Copy of PAN Card

g. Copy of passport and

h. Copy of Aadhaar Card, [if available]

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented, or fabricated, the Company shall have the right to terminate your appointment without any notice or compensation.

Complete details of the training program along with all the curriculum, duration, terms, and conditions shall be shared with you by the training provider before beginning of the training.

BSC Comp Science (2020)
Engineering

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Welcome to Wipro | Virtual Onboarding Day – November 16th 2020

1 message

111717013039

2019-2020

akhil ch <cakhil763@gmail.com> Sat, Nov 7, 2020 at 12:38 PM
To: loyolaplacements@gmail.com

R.S.A

---------- Forwarded message ----------
From: <manager.campus@wipro.com>
Date: Wed, 4 Nov 2020, 8:05 pm
Subject: Welcome to Wipro | Virtual Onboarding Day – November 16th 2020
To: <cakhil763@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – November 16th 2020

Dear **Chandrannola Akhil**

Resume Number - **9619083**.

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on **November 23rd 2020.**

In order for a successful joining in Wipro, we would like to onboard you virtually on **November 16th 2020** for completion of your joining formalities as per the information mentioned below.

Please click on the below mentioned link for joining the onboarding virtually from your laptop/desktop. Please ensure that you have good network connectivity in order to complete the joining formalities.

Joining Link for Virtual Onboarding - Remote Onboarding Batch 2

Virtual Onboarding Date	Time	Contact Person
November 16th 2020	09:30 AM	Antony | Alen

For the purpose of document verification process, please ensure that you have uploaded the following mandatory documents in iVerify.

- PAN Card
- Graduation mark sheet- 5th semester (Original/ Internet copy)
- Graduation mark sheet- 6th semester (Original/ Internet copy)

  (In case you do not have 6th semester marksheet with you currently, you need to submit the same within 90 days of joining Wipro).

- Course Completion Certificate of Graduation OR Authorization Letter/ Bonafide Letter issued from college in the absence of Provisional certification issued from the University.

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In case you have missed to upload any of the above mentioned documents. please upload by following below steps by November 12th 2020.

STEP 1 : Click **HERE** and login to the Candidate desktop by using Wipro Resume number and password.

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For completion of joining formalities, you will receive a separate mail from campus.onboarding@wipro.com. Please do submit all the required documents for successful joining in Wipro.

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- Taking into account the prevailing COVID 19 pandemic situation, you will be working from home for the initial period of your joining until further communicated by Wipro.
- The posting location, once the COVID 19 pandemic situation normalizes, will be **Bangalore** You will be notified by respective manager and business team as and when you would be required to Work from Office. The posting location is subject to change basis business requirements. We will communicate to you in case of any changes in the posting location.
- In case you fail to complete your joining formalities on virtual onboarding day due to some reason, Wipro will authenticate the reason for insufficiency of completing the joining formalities and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
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For any further clarification, you may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to onboard you soon!

Regards,

Global Campus Hiring Team
Wipro Limited

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Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies or persons for recruitment. If you encounter any suspicious mail or advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

Sensitivity: Internal & Restricted

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

8 attachments



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Engineering

Gmail

Loyola Academy <loyolaplacements@gmail.com>

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Welcome to Wipro | Virtual Onboarding Day – November 16th 2020

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Wipro Limited

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8 attachments



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wipro.com **image003.png**
4K

image004.png
2K

image005.png

Need to check in ERP 2020 & 2021.

CS (2nd)

1117170130451
2019-2020
Comp Science.

Offer Letter

7-Oct-19

Dear Tekulapally Koushik Goud,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

Your date of joining would be **1st June 2020**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to the successful background verification.** Your location of employment will be either at Hyderabad/Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

For ValueMomentum Software Services Pvt. Ltd.

I accept the terms of this letter

(Candidate's Signature)

Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206984539/Hyderabad/BPS/BTN
Date: 13/02/2021

Mr. Madhava Reddy Beluri
3-11
Hanuman Temple Road
Bandlaguda
Hyderabad-500086
`Telangana
Tel# 91-8074479472

Dear Mr. Madhava Reddy Beluri,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1 Software Units Layout Madhapur, Hyderabad – 500 081, Telangana India
Tel +91 040 6667 2000 Fax +91 040 6667 2222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

OTHER BENEFITS

1. **Health Insurance Scheme**
   TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

   You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

   a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

   b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

   c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

   The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

   i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

   ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

   *Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail . For further details, please refer to the policy document

2. **Professional Memberships:**
   You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

3. **Social Security - Employees' State Insurance:**
   The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. **Compensation Benefits under ESI Act / Employees' Compensation Act:**
   Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of Traineeship, from Employees' State Insurance Corporation.

   When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial . For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. **Night Shift Stipend:**
   Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

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6. **Process Specific Stipend:**
Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. **Traineeship Pre-requisites**
Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

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

2. **Traineeship Period:**
During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. **Hours of Training:**
You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. **Leave:**
You will be entitled for leaves as per the company's policy.

5. **Transport:**
TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. **Alternative Occupation / Traineeship:**
During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written

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permission of the company.

7. Confidentiality, Data and Intellectual Property Protection:
As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

8. 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 a trainee of TCSL.

9. Notice Period:
You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. Medical Test:
You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute`s photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and futher employment(if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. Background Check:
Your traineeship will be subject to a background check in line with the Company'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 checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. Submission of Documents:
At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

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13. **Initial Learning Programme (ILP)**
On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. **Letter of Appointment**
Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. **Personal Data Processing:**
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.

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

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.

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

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.

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.

16. **Terms and conditions:**
The above terms and conditions of traineeship are specific to your traineeship period in India.

17. **Rules and Regulations of the Company:**
Your traineeship 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.

18. **Compliance to all clauses:**
You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship 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 sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Limited.**



K Ganesan
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20206984539/Hyderabad/BPS/BTN** on _____ (MMM/DD/YYYY).
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:

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Annexure 2

Confidentiality, Data and Intellectual Property Protection Terms

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any 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 TCS . 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

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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.

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 Associate 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;

a) 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.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

6. Security policies and Guidelines.

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

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,

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acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

(a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

(b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

(c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

(d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;

(e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;

(f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

(g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

7. Restriction on Associate's Rights

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

8. No License

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

9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat

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thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b)In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, 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, 1996 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, Data and IP Protection Terms 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.

(e)This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

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

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____ .

I hereby accept this Offer and intend to join service on_____.

Name:

Address:

Signature:

Date:

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Rangu Akhil Goud
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UID-1117170130 50
2019-2020. Computer Science & Engineering

CURA GRC PRIVATE LIMITED

3rd Floor, 1-98-9/3/9 & 10,
Plot No.25 & 26, Sy. No 71(Part),
Image Gardens Road, VIP Hills,
Madhapur, Hyderabad - 500081
Telangana, INDIA

Date:06-11-2020

hil Goud
derabad

RNO:50.

LETTER OF OFFER

ank you for your interest shown in Cura GRC. We are really excited to welcome you to Cura GRC family and we look forward to a relationship of mutual ist and understanding. The interactions you have had with our executives would have given you a fair idea of what Cura GRC stands for and what its pectations are based on our assessments, we would like to extend an offer of employment to you, subject to your acceptance of the terms herein. sed upon our discussions:

1. Your **Role** would be: **Associate Software Engineer.**
2. You will on training for a period of **1 Year** from the date of joining the company during which you will be on training which will include class room training as well as on-the- job training .In case your performance is not found satisfactory during the period of training, the company may choose to terminate your services with immediate effect without serving written notice or pay in leu of service.
3. **Your Location of employment is Hyderabad, India.**
4. **Remuneration:** The Annual Cost to Company (CTC) as at date of shall be **Rs.1,80,000 (One Lakh Eighty Thousand Rupees only)** per annum paid annually based on Company and Your performance subject to deduction of taxes as per law.
5. The structure of CTC shall vary from time to time based on company and government policy.
6. This offer is subject to a satisfactory reference check of your credentials being conducted by the company, Covering your educational qualifications, document verification and authentication, previous experience, etc.
7. Unless specifically stated herein, salary revisions are made annually and at the sole discretion of the company. Company reserves the right to review salaries based on performance.
8. This offer is valid only up to 05-12-2020, unless otherwise it is extended in writing by the company.

ther Pertinent Information:

1. **You will be required to sign a confidentiality and restraint pertinent to the Company's specific line of business as well as an IT security and acceptable use policy.**
2. **Company will provide you with necessary equipment to enable you to discharge your duties efficiently and effectively.**
3. **The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.**
4. **Kindly confirm your acceptance of the above terms and conditions and the date of joining at the earliest (before 05th Dec 2020), by signing and returning the copy of this offer letter. In case we do not receive your acceptance in writing by the date mentioned above, this offer shall stand withdrawn automatically.**
5. **As a part of the joining process, you are requested to bring the following documents on the day of joining. Photocopies of:**
    1. SSLC (X Std) Marks Card / Birth certificate.
    2. Degree / Diploma / Highest qualification certificate along with marks cards (all semesters).
    3. Copy of valid Passport and PAN Card
    4. 5 passport size photographs

Please report to HR Department at 9:30 am on the date of joining at the following address:

HR Department
Cura GRC Private Limited
3rd Floor,1-98-9/3/9 & 10, Plot No. 25 & 26,
Image Gardens Road, VIP Hills, Madhapur, Hyderabad – 500 081, INDIA

Should you have any questions on the terms of this letter of offer please do not hesitate to email or contact us. Please sign this letter of offer as your token of acceptance.
We are glad you have chosen to work for Cura GRC and wish you a long and successful career with us. We are confident that together we will build this organization to great heights.

Sincerely,

For CURA GRC Private Limited

ANIL BABU B
DIRECTOR-TECHNICAL

WWW.CURASOFTWARE.COM

Signed and accepted by _____ on _____, 2020,

I would join the services of the company on ----------

PAN: AAGCC9964L

Signature : _____ Name : _____ E-mail : _____ Cell Number: ~~GST No: 36AAGCC9964L1ZX~~

CIN: U72900TG2017PTC117039

Bsc (CS) 2022

Cognizant

11717013053

28-May-2020

Dear Salla Deepak,
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14073288

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Salla Deepak **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

BSC Comp Scima (2020) B.Sc

Gmail

Loyola Academy <loyolaplacements@gmail.com>

111717013054

2019-2020

Fwd: Welcome to Wipro | Virtual Onboarding Day – November 17th 2020

1 message

Sat, Nov 7, 2020 at 12:34 PM

Sana Rohit <sanarohit1999@gmail.com>
To: loyolaplacements@gmail.com

---------- Forwarded message ---------
From: <manager.campus@wipro.com>
Date: Thu, Nov 5, 2020, 1:36 AM
Subject: Welcome to Wipro | Virtual Onboarding Day – November 17th 2020
To: <sanarohit1999@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – November 17th 2020

Dear **ROHIT SANA**

Resume Number - **9678969.**

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on **November 23rd 2020.**

In order for a successful joining in Wipro, we would like to onboard you virtually on **November 17th 2020** for completion of your joining formalities as per the information mentioned below.

Please click on the below mentioned link for joining the onboarding virtually from your laptop/desktop. Please ensure that you have good network connectivity in order to complete the joining formalities.

Joining Link for Virtual Onboarding - Remote Onboarding Batch 2

Virtual Onboarding Date	Time	Contact Person
November 17th 2020	09:30 AM	Antony | Alen

For the purpose of document verification process, please ensure that you have uploaded the following mandatory documents in iVerify.

- PAN Card
- Graduation mark sheet- 5th semester (Original/ Internet copy)
- Graduation mark sheet- 6th semester (Original/ Internet copy)

  (In case you do not have 6th semester marksheet with you currently, you need to submit the same within 90 days of joining Wipro).

- Course Completion Certificate of Graduation OR Authorization Letter/ Bonafide Letter issued from college in the absence of Provisional certification issued from the University.

  (Candidates can also upload the official email confirmation from college on Course completion for onboarding).

In case you have missed to upload any of the above mentioned documents, please upload by following below steps by November 12th 2020.

STEP 1 : Click **HERE** and login to the Candidate desktop by using Wipro Resume number and password.

STEP 2 : Click on the Clarification tab (iVerify) in Candidate desktop to upload the documents.

For completion of joining formalities, you will receive a separate mail from campus.onboarding@wipro.com. **Please do submit all the required documents for successful joining in Wipro.**

On successful completion of joining formalities on the virtual onboarding day, you will begin your training on November 23rd 2020 which will be your joining date in Wipro.

Please read below instructions carefully:

- Taking into account the prevailing COVID 19 pandemic situation, you will be working from home for the initial period of your joining until further communicated by Wipro.
- The posting location, once the COVID 19 pandemic situation normalizes, will be **Bangalore.** You will be notified by respective manager and business team as and when you would be required to Work from Office. The posting location is subject to change basis business requirements. We will communicate to you in case of any changes in the posting location.
- In case you fail to complete your joining formalities on virtual onboarding day due to some reason, Wipro will authenticate the reason for insufficiency of completing the joining formalities and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- We are eagerly waiting to onboard you with us. However, in case you do not want to join as per the scheduled date due to some reason and would like to seek postponement for your joining in Wipro, please drop an e-mail stating the reason for not joining as per the scheduled date to manager.campus@wipro.com. Wipro will authenticate the reason for seeking postponement and the decision to invite you for next onboarding will be solely at the discretion of Wipro.
- The allowance amount with regards to Travel, Accommodation, Food & Other Miscellaneous expenses mentioned in your Appointment letter will be paid to you once you will resume Work From Office.

- Please note that it is mandatory for you to be present in India in order to complete your onboarding formalities and start your career journey with Wipro. Anyone who is residing outside India will not be entitled for Onboarding.

For any further clarification, you may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to onboard you soon!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

Sensitivity: Internal & Restricted

'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

8 attachments

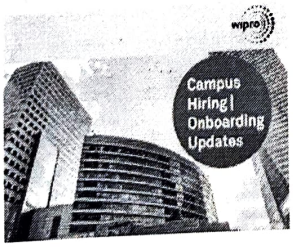

image001.png
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wipro.com **image003.png**
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image005.png

Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206326039/Hyderabad/BPS/BTN
Date: 12/02/2021

Mr. Sandeep Reddy Aredla
H:No.10-7,Boyagudem(Village),Nampelly(Mandel),Nalgonda(Distrist),Telanagana(State),508373
H:No:10/7,Boyagudem(V),Nampellly(M)
Sbi Bank
Nalgonda-508373
Telangana
Tel# 91-7732001402

Dear Mr. Sandeep Reddy Aredla,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1 Software Units Layout Madhapur, Hyderabad – 500 081, Telangana India
Tel +91 040 6667 2000 Fax +91 040 6667 2222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

OTHER BENEFITS

1. **Health Insurance Scheme**
   TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

   You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

   a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

   b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

   c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

   The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

   i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

   ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

   *Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail . For further details, please refer to the policy document

2. **Professional Memberships:**
   You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

3. **Social Security - Employees' State Insurance:**
   The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. **Compensation Benefits under ESI Act / Employees' Compensation Act:**
   Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of Traineeship, from Employees' State Insurance Corporation.

   When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial . For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. **Night Shift Stipend:**
   Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

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6. **Process Specific Stipend:**
Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. **Traineeship Pre-requisites**
Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

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

2. **Traineeship Period:**
During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. **Hours of Training:**
You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. **Leave:**
You will be entitled for leaves as per the company's policy.

5. **Transport:**
TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. **Alternative Occupation / Traineeship:**
During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written

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permission of the company.

7. **Confidentiality, Data and Intellectual Property Protection:**
As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

8. **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 a trainee of TCSL.

9. **Notice Period:**
You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. **Medical Test:**
You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute`s photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and futher employment(if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. **Background Check:**
Your traineeship will be subject to a background check in line with the Company'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 checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. **Submission of Documents:**
At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

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13. **Initial Learning Programme (ILP)**
On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. **Letter of Appointment**
Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. **Personal Data Processing:**
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.

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

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.

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

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.

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.

16. **Terms and conditions:**
The above terms and conditions of traineeship are specific to your traineeship period in India.

17. **Rules and Regulations of the Company:**
Your traineeship 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.

18. **Compliance to all clauses:**
You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship 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 sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Limited.**



K Ganesan
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20206326039/Hyderabad/BPS/BTN** on _____ (MMM/DD/YYYY).
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:

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Annexure 2

Confidentiality, Data and Intellectual Property Protection Terms

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any 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 TCS . 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

TATA CONSULTANCY SERVICES
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Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

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.

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 Associate 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;

a) 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.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

6. Security policies and Guidelines.

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

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,

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Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

(a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

(b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

(c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

(d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;

(e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;

(f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

(g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

7. Restriction on Associate's Rights

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

8. No License

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

9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat

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Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b)In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, 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, 1996 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, Data and IP Protection Terms 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.

(e)This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

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

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____ .

I hereby accept this Offer and intend to join service on_____.

Name:

Address:

Signature:

Date:

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Tel +91 040 6667 2000 Fax +91 040 6667 2222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

UID-111717013068

Computer Science & Engineering
2019 - 2020

Cognizant

28-May-2020

Dear Thota Uma Maheshwari, 68
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14111177

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

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

S.

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Thota Uma Maheshwari **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

B.Sc Electronics 2020.

Cognizant

111717015002
2019-2020
ET

28-May-2020

Dear Chintala Nikita,
B. Sc, Electronics
Loyola Academy

Candidate ID – 14111137

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.252,000/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.284,111/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

S.

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Bsc - electronics 2020.

Bsc Electronics 2020.
111717015008
2019-2020
ET.

28-May-2020

Dear Donthi Niharikha Reddy,
B. Sc, Electronics
Loyola Academy

Candidate ID – 14111135

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Donthi Niharikha Reddy **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
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As an associate you are also entitled to the following additional benefits:

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

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Cognizant

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

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

Bsc (Electronics).

2020

Cognizant

111717015010

2019-2020

(ET)

28-May-2020

Dear Remadevi Sasikumar Arya,
B. Sc, Electronics
Loyola Academy

Candidate ID – 14111178

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

Please note

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

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

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

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Remadevi Sasikumar Arya **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

1. **Confidentiality Obligation:** You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the

2. Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment, Company's customer and vendor relationships, which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor.

    a. Confidential Information shall mean and include any information (whether prepared by Company, its advisors or otherwise) furnished by or on behalf of Company to Recipient or its representatives (which term shall include Recipient's directors, officers, agents, advisors, accountants, legal counsel, and lenders, each on a need-to-know basis) which is not generally known in the trade or industry, including, without limitation, information relating to product formulas, manufacturing techniques and processes, customer and supplier information, pricing and cost information, employee information (including compensation), marketing strategies, research and development, and other information of, about or concerning Company's business and its manner of operation. The term Confidential Information also shall include all notes, analyses, summaries, financial data, excerpts, copies and documents prepared by Company or its representatives (which term shall include Company's directors, officers, agents, advisors, accountants, and legal counsel) which contain, reflect or are based upon, in whole or in part, information furnished to Recipient or its representatives pursuant hereto. Confidential Information does not include information that (i) is or becomes generally available to the public other than as a result of a disclosure by Recipient or its representatives in violation of this Agreement or other obligation of confidentiality under which such information may be held, (ii) becomes available to Recipient on a non-confidential basis from a source other than Company or its representatives, provided that such source is not bound by a confidentiality agreement with or other obligation of secrecy to Company, or (iii) is in the Recipient's possession prior to its being furnished to Recipient by or on behalf of the Company or is independently developed by Recipient, in each case as evidenced by written or other tangible evidence.

(Fathima Sameen Zaidi)
DATE: 12th June, 2020
PLACE: Hyderabad

(Please sign the offer letter and send it back to us)

Cognizant

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

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

B-Sc Electronics 111717015013
2019-2020
(ET)

Cognizant

28-May-2020

Dear Ravankol Varshini,
B. Sc, Electronics
Loyola Academy

Candidate ID – 14111139

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

2020 Bsc Electronics.

111717015026

2019-2020

ET

28-May-2020

Dear Joji Jerone,
B. Sc, Electronics, Maths, Computer Science
Loyola Academy

Candidate ID – 14111152

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature : **Date:**

Bsc (Electronics)

111717015035
2019-2020
(ET)

IKS HEALTH

PRIVATE & CONFIDENTIAL

Shankar Prasad Jana,

Flat.No: 14, Plot.No: 85, Sri Colony,

Nedermet X Roads,

Hyderabad

November 7, 2020

Dear Shankar Jana,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer_AR**, in Grade **11**, in Department **RCM** with our organization commencing from **November 9, 2020.**

Your annual compensation will be INR **350000.00/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** 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 IKS Health 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 IKS Health way of life.

This Offer Letter is subject to You securing a minimum of 60% (in the aggregate) in your final examination conducted by your university, failing which the organisation shall be entitled to withdraw this Offer Letter or terminate the Letter of Appointment (as the case may be) with immediate effect resulting in the termination of your employment with us. Therefore, You are expected to share your final year result with us as soon as You receive the same from your university.

This offer of employment is also contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Hyderabad** office on **November 9, 2020**. Please keep your recruiter informed, in case of advancement in the joining date.This offer of employment does not create a contract, regardless of your acceptance of the same, and IKS Health retains the right to withdraw this offer of employment at any time before **November 9, 2020** for any reason or no reason. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,

For Inventurus Knowledge Solutions Pvt. Ltd.

HR Team

I accept the above offer on the terms indicated.

_____

Signature

Date

Shankar Prasad Jana

Annexure I

	Annual	Monthly
Basic	108000.00	9000.00
HRA	10800.00	900.00
Statutory Bonus	8400.00	700.00
Special Allowance	192645.20	16053.77
Retirals and Benefits		
PF	21600.00	1800.00
Gratuity	5194.80	432.90
Insurance	3360.00	280.00
ESIC	0.00	0.00
Total CTC	350000.00	29166.67

Thanking you,

Bsc (Electronics) 2020.

2019-202

Cognizant

111717015041

ET.

28-May-2020

Dear Gariya Manisha Singh,
B. Sc, Electronics
Loyola Academy

Candidate ID – 14111136

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Gariya Manisha Singh **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

Bsc Electronics.

Cognizant

111717015044

2019-2020

ET

28-May-2020

Dear Mohammed Ameeruddin,
B. Sc, ELECTRONICS TECHNOLOGY
Loyola College

Candidate ID – 14111138

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Mohammad Ameeruddin **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
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- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

Cognizant

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

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

B.Com (CBZ), 2020
111717016003
B.Sc Computer System
2019-2020

15 Jul, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Siri Chandana Cheekoti,**

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program which will allow you to obtain M. Tech degree from one of the premier engineering institution/University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.07.15 19:00:46 IST
Reason: Campus Offer Letter
Location: Bengaluru

(CSE)





Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

_____

Signature:

Date:

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

Sensitivity: Internal & Restricted

9649212

Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & medical insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-**.. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

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 scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act **(at 0.75% of your Scholarship)** as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal.

4. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,
For **Wipro Limited,**

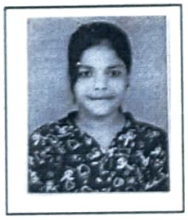
Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the enrolment on the terms and conditions herein
I shall be present for the induction session on __/__/____

Name: _____

Signature: _____ Date: __/__/____

Place: _____



Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

Sensitivity: Internal & Restricted

9649212

enpact
Transformation Happens Here

wipro

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I ----------, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information 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, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____ **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

Sensitivity: Internal & Restricted

9649212

Cognizant

28-May-2020

Dear Srihithya Pammidi,
B. Sc, Computer Maintenance And Engineering
Loyola Academy

Candidate ID – 14111146

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-.** This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Srihithya Pammidi **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

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

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

SourceOne®

Source One Management Services Pvt. Ltd.
55/A, 1st Floor, Nanjappa Road, Shanthi Nagar
Bangalore - 560 027. Ph. : 080-67573962 Fax : 080-67586205
www.msourceone.com E-mail : sales@msourceone.com
CIN : U72200KA2005PTC036903

OFFER LETTER

1st Feb 2021

Ms. T S Sirisha

Dear **T S Sirisha**,

This is in regard to our subsequent discussions it is our pleasure to offer you the position of **Associate-L & D CRM** with **Source One Management Services Pvt. Ltd**., Hyderabad.

Your Appointment will take effect from **Feb 22nd, 2021** and your total compensation package (CTC) will be **INR 300000 PA** (Rupees Three Lakhs Only). Appropriate tax will be deducted as per Income Tax Regulation Act.

Detailed Appointment letter with Salary break up would be provided post submission of documents.

If you have any questions/clarifications please feel free to call on (080) 67586333/9342412859/9342205615.

We look forward to working with you.

Thanking You,
Regards,

Deepthi S
AGM - Human Resource Management
Copy of HRD & Finance

CYIENT



Akhila Yerraboina

ASC.No : 59781

Joined : 27-05-2021

BSC Comp System (2020)
111717016015
2019-2020

[24]7.ai

Offer Id : **46331**

Uday Kumar Akula
2-2-129/91/a ,vijayapuri colony ,Uppal ,Hyderabad



Dear **Uday Kumar Akula**,

Congratulations!

Sub: Offer of Employment

You have been selected to join **24/7 Customer Private Limited**, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Digital Interaction Advisor** in 24/7 Customer Private Limited commencing from the Date **02-Nov-2020**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **02-Nov-2020** at **2:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the sessionto complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:

   - Six passport size color photographs (important) with white background (Formal Attire)
   - Date of Birth proof certificate (Original and Photocopy)
   - Latest Mark sheet/ Education certificates (Original and Photocopy)
   - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **01-Nov-2020** and if you do not join the Company on **02-Nov-2020** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

[24]7.ai

Name : Uday Kumar Akula

Level / Grade : L1G1

Designation : Digital Interaction Advisor

Salary Components	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	CTC Per Annum
Fixed Components			
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	869	869	10,428
Special Allowance	6,991	6,991	83,892
Total of Fixed components (I)	**14,160**	**14,160**	**1,69,920**
Benefits			
Provident Fund - Employer's Contribution	1,379	1,379	16,548
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	532	532	6,384
Total of Benefits(II)	**2,372**	**2,372**	**28,464**
Variable Components			
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,600
Self To Work (STW)	2,200	2,200	26400
Total of Variable components (III)	**2,200**	**3,600**	**39,000**
Total CTC Per Month(I+II+III)	**18,732**	**20,132**	**2,37,384**

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

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Annexure II

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act. 2015.	As applicat
Production Incentive (ECOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements.	As per Poli
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS . Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Poli
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy) Please update your address and contact details in HRMS.Employees who do not opt for company transport are eligible for STW (If applicable as per policy)	As per Poli
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs.1. 00
Group Insurance in Lieu of EDLI (Under PF)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term. to his Nominee/Family:	Rs.6,02.00
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs.3,00.00
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company	Rs.3,00.00
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/-. If the actual gross earnings pm is more than Rs. 21,000 . then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance. STW (if applicable), etc will be deducted accordingly	As applicat
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act,1952 respectively. PF contribution is based on min wages and capped at 12% of Rs 15,000 pm (as applicable). Employee and employer will contribute accordingly	As applicat

* Benefits as per Statutory Law is subject to change from time to time

** These are voluntary schemes offered by the Employer which may change including withdrawal at any time without any notice

PAN Card, Aadhar Card and UAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

BSc (CE) 2020

1117170160 20

2019-2020

B.E Computer System



08 Jun, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Chintalacheruvu Dhiraj Reddy**,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program which will allow you to obtain M. Tech degree from one of the premier engineering institution/University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.06.08 15:31:00 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

Sensitivity: Internal & Restricted

9649437

Bsc (CSE) 2020

Cognizant

28-May-2020

111717016024
B.Sc. Computer System
2019-2020

Dear Gollapelli Akhil,
B. Sc, Computer Maintenance And Engineering
Loyola College

Candidate ID – 14111147

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

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

B.

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexure A

Name: Gollapelli Akhil **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

BSc(CF) (2020)

111717016028
B.Sc Computer System
2019-2020

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Khamari Rahul Kumar
Hno:10-85/A, vinayaka nagar colony,balanagar,hyderabad 500042

IN

Dear Khamari,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Oct-2020**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Tron Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

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Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.250,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

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Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

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Bsc(CE) 2020.

Cognizant

28-May-2020

111717016031
B.Sc Computer System and Engineering
(2019-2020)

Dear Methari Sunil,
B. Sc Computer Maintenance And Engineering
Loyola Academy

Candidate ID – 14111176

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

During your probation period of 12 **months**, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Methari Sunil **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		216,749
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		228,749
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remunerution		252,001

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

BSc (LE), 2020

1117170160 34
BSc Computer System
2019-2020

07 Jul, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Maheshwaram Prudhvi**,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program which will allow you to obtain M. Tech degree from one of the premier engineering institution/University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.07.07 15:47:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Sensitivity: Internal & Restricted

9664090

Endorsement
I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature: _____ **Date:**

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

Sensitivity: Internal & Restricted

9664090

Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a 'Project Readiness Program' ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & medical insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

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 scholarship/stipend** depending on your marital/family status towards the base sum insured **premium. 10% of the claim amount** would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

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

Sensitivity: Internal & Restricted

9664090

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act **(at 0.75% of your Scholarship)** as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal.

4. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months

AIR

1117170160 35 BSE CE
2019-2020
B.Sc Computer System and Engineering
2020.

December

Mr. Sumanth Rajala
1-22, Gundlapochampally,
Ramgareddi-500014

Sub: Pre-Placement Offer - Verisk Analytics

Dear Sumanth,

We are pleased to let you know that you have been selected to be a part o Analytics. This is further to our interviews and subsequent discussions, extending a pre-placement offer.

You will be joining Verisk Analytics India Pvt. Ltd. as "Data Service Analyst I" July 01, 2020 unless extended by mutual consent. This offer is valid on successful completion of your education (Without any backlogs).

This offer shall be under Service Agreement for Two (2) Years from the commencement of your employment. The agreement also states that if an e decides to leave the organization any time before the service agreement period needs to pay back to the organization an amount of One (1) Lakh Rupees.

As a Fulltime Employee the following terms and conditions would apply.

1. During the first six months (6 months) of your full-time employment, yo on probation period. After successful completion of the probation peri services shall be confirmed. However, at the sole discretion of the mana your probation period may be extended in case the management necessary to extend.

2. As a full-time employee you will receive other benefits such as enhanc and other leaves, provident fund, gratuity etc., which are fully detaile Employee Handbook.

3. For the services you render to the company as a full-time employ compensation will be as stated in Annexure A.

4. The duties and responsibilities entrusted to you have been fully set out Manager/Lead and this may be subjected to change from time to time ac to the business exigencies.

R. Sum

AIR

5. Your working hours shall be from 9:30 AM to 6:30 P[illegible]onday to Friday in [illegible]ch week. There is no entitlement to overtime payment.

6. You will behave and conduct yourself in an orderly [illegible]d dignified manner shall not remain absent from the place of work witl[illegible] the prior permissi[illegible] your supervisor.

7. Applicable tax deductions (if any) shall be as per th[illegible]fined sections of Inc[illegible] Tax Act, 1961.

8. You can terminate the contract of service with AIR [illegible]submitting at least month notice in writing. You shall also be liab[illegible]o payback the s[illegible] agreement amount, if you leave the organization [illegible]time before 2 yea[illegible] service from the day of your employment.

9. The Company can terminate an employee, on non [illegible]or performance d[illegible] the probation period without any prior notice.

10. The Company can terminate a confirmed employee [illegible]iving a notice of 3[illegible] period or one-month salary in lieu of such notice p[illegible]

11. It is understood and agreed by and between the p[illegible]s hereto, that all m[illegible] research data methodologies, materials and any i[illegible]rmation related th[illegible] any trade secret, any technical or other informati[illegible]ncerning the busin[illegible] affairs of the Company coming into your posse[illegible] or control durin[illegible] performance of Services hereunder ("Confidentia[illegible]formation") shall b[illegible] exclusive property of the Company and that [illegible] shall not durin[illegible] continuance of this Agreement and thereafter use[illegible]e detriment or pre[illegible] of the Company or disclose any Confidential Infor[illegible]n to any person, fi[illegible] company.

This offer is subject to you successfully completing [illegible]education (withou[illegible] backlogs) and providing to us the following documentati[illegible]d originals that wo[illegible] required for verification at the time of joining.

- Educational and professional certificates
- Copy of your AADHAR, Passport and PAN
- Graduation documents.
- Other relevant documents as requested by the co[illegible].

R. Su

AIR

As per Company's policy, background verification including cation and employ check including financials would be done through a d-party agency. Management's decision will be final while considering the orts of such verifica Your appointment will be subject to the confirmation of su rification results

For Verisk An Analytics India Pvt. Ltd.

Raga Sandhya Vallu
Senior Manager, Human Resources

Acceptance: I understood and accept the terms and conditions as mentioned therein.	Signature Name: Date:	R marth Ra Sumanth 12-2019

Symbiosis Online Publishing Pvt.Ltd.

Reinventing Research Ideas

Date: 02/01/2020

Ref: SOP/HR/EOL/2020

111717018010
2019-2020
B.Sc BT

To
Ms. Katteboina Jhansi,
Address-H.No:9-1,
Brahmanagudem, Gurram Pode,
Chepur, Nalgonda, Telangana-508256
Email: jhansikatteboina1510@gmail.com
Mobile: +91 8185841015

SUB: OFFER LETTER

Dear Katteboina Jhansi,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the position of **Scientific Editor Trainee** for Symbiosis Online Publishing Pvt Ltd, Hyderabad, Telangana on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure-I. As agreed your salary will be Rs. 132000/- (CTC)

You are advised to join on or before **11th of May 2020**.

You are eligible for Company Incentive Policy and Fines applicable as per Deduction Policy. You should work in **Symbiosis Group** for a minimum period of One year.

You are advised to report at our office, to complete your joining formalities.

While joining, you are advised to submit the following documents for our verification and records.

- Copies of Certificates (including mark sheets) along with originals, for proof of age, Educational Qualifications, Conduct etc.
- Relieving Letter from your present Employer and latest Salary Slip. (For Experience Candidates)
- Independent references with Phone Numbers, other than Relatives.
- 02 Passport sized photographs.
- Copy of PAN Card.

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your Date of Joining by e-mail to hr@symbiosisonlinepublishing.com

For Symbiosis Online Publishing Pvt Ltd

With best regards,
HR Executive
Symbiosis Group.

Offer : Computer Consultancy
Ref : TCSL/EP2022CN1160424/ Kolkata/1954742
Date : 21-SEP-2022

Ms. Nadimpalli Nishi Vinaya
Flat No 401, Venkateswara Building, Near Pranit Nest
Nizampet
Hyderabad, Telangana, India
Tel No.: 9912285717

Sub: Letter of Offer and Terms of Employment

Dear Ms. Nadimpalli Nishi Vinaya,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Hyderabad. Your gross salary including all benefits will be Rs. 4,09,606/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1 Software Units Layout Madhapur Hyderabad 500 081 Andhra Pradesh India
Tel 91 40 6667 2000 Fax 91 40 6667 2222 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021

COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary
Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)
Bouquet of Benefits offers you the flexibility to design 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 are as per the pre-defined structure. However, you may want to re-distribute the BoB amount between the components as per your tax plan, once you join the company. 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:
Your HRA will be **Rs. 7,500**/- 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 set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance:
You will be eligible for a monthly personal allowance of **Rs**. **1,604/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

1. Monthly Performance Pay
You will receive a monthly performance pay of **Rs. 2,400/-**. 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.

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2. Performance Bonus
Your Performance Bonus will be **Rs. 1,600/-** 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.

Performance Bonus 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 Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 1,100/-** 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

1. Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).For the current financial year, you and your dependent will be covered under the 'Gold' health plan.

The entitlements under the 'Gold' plan are as follows:

i) Base Cover

Entitlement – Includes domiciliary expenses up to Rs. 6,000/- per insured person per annum and basic hospitalisation expenses up to Rs. 2,00,000/- per insured person per annum.

Premium – Basic premium for self, spouse and up to 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.

ii) Floater Cover

Floater Cover is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalization benefits.

Entitlement – You and your enrolled dependents will be entitled for Rs.12,00,000/- as a family floater coverage towards hospitalization expenses, over and above the individual basic coverage.

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Premium – For Floater Cover, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

The above Health Plan is applicable to you and your dependents for this FY. In the subsequent years, you will have the flexibility to opt for a higher plan from the bouquet of plans offered. The additional premium in case of an upgrade to a higher plan will have to be borne by you.

***Note**: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act / Employees' Compensation Act*:
If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

3. Maternity Benefits:
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 to TCS India Policy - Maternity Leave.

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

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):
You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of **Rs. 250/-** will be recovered from you. 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.

RETIRALS

1. 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%

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of your basic salary every month towards Provident Fund, as per the provisions of the said Act.

You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account.

2. Employees' Pension Scheme:
Your enrolment under the Employees' Pension Scheme will based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

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

Terms of Employment:

1. Relevant Experience:
As per the recommendation of our management review panel, out of your total experience, **1.28** years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCS (while in service with current employer) till the date of relieving from your current employment will be added to your total & relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Probation Period:
You will be on probation for 3 Months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

3. 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.

4. Mobility:
TCSL reserves the right to transfer / utilize your services 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.

5. Increments and Promotions:
Your performance and contribution to the company will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion Policy.

6. Alternative Employment:
As a full-time employee of TCSL, you are not permitted to undertake any other

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business, assume any public office, honorary or remunerative, without the written permission of TCSL.

7. Confidentiality, Data and Intellectual Property Protection:
As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

The detailed Confidentiality related terms and conditions are set out in Annexure 4.

8. 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.

9. Overseas Agreement / International Assignment Agreement:
If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation.

Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s). In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period 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.

10. 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 employee of TCSL.

11. Notice Period:
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 serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any

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time during the period of notice at its sole discretion in the interest of business.

This contract of employment may be terminated by TCSL by giving you 90 days' notice or payment in lieu thereof.

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

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

13. Employment in India:
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 for permanent employment with TCSL. Keeping your permit / permission up to date during the course of employment with TCSL and submitting a valid copy of that to TCSL is your responsibility.

14. Medical Certificate of Fitness:
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

15. Background Check:
Please initiate your background check within 5 days of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online at www.tcs.com/careers/lateral-hiring and submit all the relevant documents for background check online.

An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released. Your offer will be subject to a positive clearance of your background check. For more details on BGC documents submission, please refer to Annexure - 2.

16. Joining Documents:
For a convenient joining process, the joining documents as mentioned in Annexure – 2 should be submitted within 5 days of Offer Acceptance, after due verification against originals. For any clarification on the above, please connect with the point of contact for your joining location as mentioned in Annexure - 3.

17. Letter of Appointment:
You will be issued a letter of appointment at the time of your joining post completing joining formalities as per TCSL's policy.

18. Data Privacy:
Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred

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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.

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

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.

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

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.
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.

19. Terms and Conditions:
The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

20. 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.

21. Compliance to all clauses:
You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this offer letter at its sole discretion.

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Offer Letter Validity

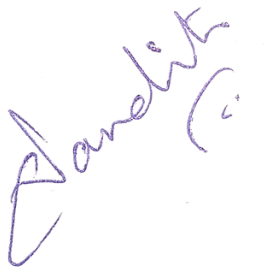
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Click Here or use a QR Code scanner from your mobile to validate the offer letter

Girish Nandimath

Global Head -Talent Acquisition

Encl :
Annexure 1: Benefits Gross Salary Sheet
Annexure 2: Document Submission
Annexure 3: List of TCSL Offices
Annexure 4: Confidentiality, Data and Intellectual Property Protection

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Annexure 1

GROSS SALARY SHEET

Name	Ms. Nadimpalli Nishi Vinaya		
Designation	Asst.Systems Engineer		
Grade	C1Y	**Relevant Experience**	1.28 years

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	15,000	1,80,000
Bouquet Of Benefits #	10,854	1,30,248
2) Performance Pay		
Monthly Performance Pay	2,400	28,800
Performance Bonus *	1,600	19,200
3) City Allowance	1,100	13,200
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,800	21,600
Gratuity	722	8,658
Total of Annual Components & Retirals	**2,522**	**38,158**
TOTAL GROSS	**33,476**	**4,09,606**

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

Table 2: TCSL defined structure for BoB (All Components in Rs.)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,604	19,248
GROSS BOUQUET OF BENEFITS	**10,854**	**1,30,248**

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Annexure 2

Document Submission

List of BGC and Joining Documents

BGC:

1. **Address Proof** (Ration card/Landline /Telephone bill/Electricity bill/House Lease Agreement).
   - Present and Permanent Address Proof to be attached (If different then provide separate proof).
   - Mobile phone bill not acceptable as Address Proof.
2. **Identify Proof** (Passport/Voter's ID/PAN card/ Driving License/Aadhar Card).
3. **Education**: Highest Degree/Provisional Degree Certificate & Highest Degree Mark sheets for all semesters.
4. **Previous Employment Proof:**
   - Experience Certificate and Relieving Letter from all previous employer(s). It is mandatory that you submit the relieving and experience certificates from your current employer within 30 days of your joining TCSL. Your BGC status will be positive only after successful completion of employment checks including your current employer.
   - Last 3 Salary Certificates.
   - Resignation acceptance letter from current employer.
5. **Documents to explain gaps during Employment/Education:** Medical records for gap due to medical reasons / Affidavit with Notary Authorization for gap due to other personal reasons.

Joining:

1. Birth Certificate
2. Standard Xth and XII the mark sheets / equivalents
3. Degree certificate and mark sheets for all semesters
4. Postgraduate Degree certificate and mark sheets for all semesters
5. Passport / Driving License / Ration Card
6. Experience certificate from previous employers indicating the following:
   - Period of employment
   - Technology areas you have worked on
   - Certificates for any training provided by your previous employers in various technologies
   - Release letter and experience letter from current and all previous employers indicating date of release
7. PAN card
8. Medical certificate of fitness
9. Work permit or any other documentation required to take up permanent employment with TCSL
10. Two passport size photographs
11. Aadhar Card

Please mention your EP Reference number on all the documents and also carry originals of the joining documents for verification. Please take a prior appointment with the Regional Point of contacts mentioned in Annexure - 3.

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Annexure 3

Regional Offices

TCS Careers Serviceline: 1800 209 3111 (Monday to Friday: 8:00 AM to 8:00 PM) | Email: careers@tcs.com		
Ahmedabad TATA Consultancy Services Limited GARIMA PARK,IT/ITES SEZ, PLOT # 41, Gandhinagar – 382007 Tel: 079 - 61705709	**Bangalore** Tata Consultancy Services Limited Brigade Bhuwalka Icon ITPL Road Whitefield, Bangalore Karnataka - 560066 Tel: 080 61396172	**Bhubaneshwar** TATA Consultancy Services Limited IT/ITES Special Economic Zone, Plot 35, Chandaka Industrial Estate, Patia, Chandrasekharpur, Bhubaneshwar 751 024 Tel: 033-66537137
SPOC: Fiza Amin Saiyed	**SPOC:** Shijimol SV	**SPOC:** Dipika Sarkar
Joining: fizaamin.saiyed@tcs.com	**Joining:** shijimol.sv@tcs.com	**Joining:** sarkar.dipika@tcs.com
BGC: raghuraman.senguthar@tcs.com	**BGC:** gobika.v@tcs.com	**BGC:** debarun.1@tcs.com
Chennai TATA Consultancy Services Limited A1 Module, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tel: 044-66162209	**Delhi** TATA Consultancy Services Limited 5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 Tel: 011-66506283	**Hyderabad** TATA Consultancy Services Limited Deccan Park No.1, Software Units Layout, Madhapur, Hyderabad 500 081 Tel: 040-66673510
SPOC: Dominica Lourdu	**SPOC:** Geetika Bhutani	**SPOC:** Naushad Alam
Joining: dominica.lourdu@tcs.com	**Joining:** bhutani.geetika@tcs.com	**Joining:** n.alam@tcs.com
BGC: BALAKRISHNAN.N@tcs.com	**BGC:** gobika.v@tcs.com	**BGC:** kumanan.m@tcs.com
Kochi TATA Consultancy Services Limited TCS Centre SEZ Unit, Infopark PO, Kochi - 682042,Kerala Tel: 0484-6187117	**Kolkata** TATA Consultancy Services Limited ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town Calcutta - 700156, West Bengal Tel: 033-66537137	**Lucknow** TATA Consultancy Services Limited TCS Awadh Park, Vibhuti Khand, Gomti Nagar Lucknow 226 010 Tel: 0522-6661135
SPOC: Varun V	**SPOC:** Dipika Sarkar	**SPOC:** Geetika Bhutani
Joining: v.varun5@tcs.com	**Joining:** sarkar.dipika@tcs.com	**Joining:** bhutani.geetika@tcs.com
BGC: gobika.v@tcs.com	**BGC:** debarun.1@tcs.com	**BGC:** gobika.v@tcs.com
Mumbai TATA Consultancy Services Limited Atithi Building, Yantra Park, Pokhran Road No. 2, Subhash Nagar, Thane West 400601 Tel: 022-67782616	**Pune** TATA Consultancy Services Limited Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411 057 Tel: 020-67943058	**Thiruvananthapuram** TATA Consultancy Services Limited Peepul Park, Technopark Campus, Kariyavattom P.O. Thiruvananthapuram 695 581 Tel: 0471-6624569
SPOC: Shreyas Khopkar	**SPOC:** Harsh Thakkar	**SPOC:** Varun V
Joining: shreyas.khopkar@tcs.com	**Joining:** harsh.thakkar2@tcs.com	**Joining:** v.varun5@tcs.com
BGC: raghuraman.senguthar@tcs.com	**BGC:** mulani.yusuf@tcs.com	**BGC:** gobika.v@tcs.com

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Annexure 4

Confidentiality, Data and Intellectual Property Protection

1. Confidential Information

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

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

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

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

d) Customer and prospective customer lists, and

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

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any 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 TCS. 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

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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.

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 Associate 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;

a) 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.
b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual

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Property or any portion thereof, to be so created, unless;

i. Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii. TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third-Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) Knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third-Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity.

6. Security policies and Guidelines.

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

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained, acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

a) Process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

b) Abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

c) Promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

d) Promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS' prior written consent;

e) Not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data

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1 Software Units Layout Madhapur Hyderabad 500 081 Andhra Pradesh India
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protection policy, regulation or legislation;

f) Upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

g) Promptly bring to TCS' notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use Third-Party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such Third-Party services provider or sub-contractor's compliance with TCS' obligations hereunder.

7. Working in SBWS™ Framework:

Associate may be required to work in TCS offices or its Client's 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.

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

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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.

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 the Confidentiality Clause 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, 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, 1996 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.

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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.

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 employment of the Associate with TCS and shall continue thereafter in perpetuity.

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25-May-2021

C4765069

Sri Lalitha Poodipeddi
Hyderabad, 500062,500062 500062
Management Level - 13
Sublevel - 3

Job Profile - Bus Process Delivery New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **Sri Lalitha,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

Reference Id: 73aa4350-9663-480e-a2f0-028c67f09d5c_2
Signed By: Jal Rumi Master

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 232000** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Sri Lalitha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **disha.purohit** at **9000900845** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 200000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	**INR 232000**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Symbiosis Online Publishing Pvt.Ltd.

Reinventing Research Ideas

111718018028
B.Sc Biotech
2019-2020

Ref: SOP/HR/EOL/2020

Date: 02/01/2020

To
Ms. Banuri Srujana,
Address-H.No:32-246, Green Fields Colony, Kanajiguda, Tirmulgherry, Secunderabad, Telangana-500015
Email: srujanareddy773@gmail.com
Mobile: +91 7396199057

SUB: OFFER LETTER

Dear Banuri Srujana,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the position of **Scientific Editor Trainee** for Symbiosis Online Publishing Pvt Ltd, Hyderabad, Telangana on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure-I. As agreed your salary will be Rs. 132000/- (CTC)

You are advised to join on or before **11th of May 2020**.

You are eligible for Company Incentive Policy and Fines applicable as per Deduction Policy. You should work in **Symbiosis Group** for a minimum period of One year.

You are advised to report at our office, to complete your joining formalities.

While joining, you are advised to submit the following documents for our verification and records.

- Copies of Certificates (including mark sheets) along with originals, for proof of age, Educational Qualifications, Conduct etc.
- Relieving Letter from your present Employer and latest Salary Slip. (For Experience Candidates)
- Independent references with Phone Numbers, other than Relatives.
- 02 Passport sized photographs.
- Copy of PAN Card.

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your Date of Joining by e-mail to hr@symbiosisonlinepublishing.com

For Symbiosis Online Publishing Pvt Ltd

With best regards,
HR Executive
Symbiosis Group.

B.Sc. B.T. 2020

Bsc (BT).

Date: 02/01/2020

EOL/2020

1117170 18032

2019-2020

B.Sc BT

To
Ms. Vuppala Sreelekha,
Address-H.No:4-63, Gajwel, Gujvail,
Medak, Telangana-502278
Email: vuppala.sreelekha13@gmail.com
Mobile: +91 7981181551

SUB: OFFER LETTER

Dear Vuppala Sreelekha,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the position of **Scientific Editor Trainee** for Symbiosis Online Publishing Pvt Ltd, Hyderabad, Telangana on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure-I. As agreed your salary will be Rs. 150000/- (CTC)

You are advised to join on or before **01st of May 2020**.

You are eligible for Company Incentive Policy and Fines applicable as per Deduction Policy. You should work in **Symbiosis Group** for a minimum period of One year.

You are advised to report at our office, to complete your joining formalities.

While joining, you are advised to submit the following documents for our verification and records.

- Copies of Certificates (including mark sheets) along with originals, for proof of age, Educational Qualifications, Conduct etc.
- Relieving Letter from your present Employer and latest Salary Slip. (For Experience Candidates)
- Independent references with Phone Numbers, other than Relatives.
- 02 Passport sized photographs.
- Copy of PAN Card.

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your Date of Joining by e-mail to hr@symbiosisonlinepublishing.com

For Symbiosis Online Publishing Pvt Ltd

With best regards,
HR Executive
Symbiosis Group.



Nestlé

IN

RO - Chennai

Palleni Bhargavi

1115825

Blood Group - B+ve

Nestlé India Limited
CIN : L15202DL1959PLC003786,
KRM PLAZA – 1st Floor, North Tower
No.2, Harrington Road, Chetpet
CHENNAI - 600031
TEL: 2836 2204 / 2836 2205
Email : corporate@IN.nestle.com
Website : www.nestle.in

Nestlé
Good Food, Good Life

PALLENI BHARGAVI
CHENNAI BRANCH

OUR REF. : AB : MRK DATE : 05.07.2021

Dear Ms. Bhargavi,

Please refer to your application for being provided the facility of training in our Organisation in the Sales Division. We are pleased to engage you as a **Nutrition Trainee** with effect from **05.07.2021** on the following terms and conditions:

1. You shall be imparted training in the following areas :

   a) Nutrition Knowledge.
   b) Field Operations.
   c) Infant Milk Substitute Feeding Bottles and Infant Foods (Regulation of Production, Supply and Distribution Act 1992) as amended in 2003 & WHO International Code of Marketing of Breast Milks Substitute.

2. The training shall be imparted to you under the supervision and guidance of such Managers/ Executives or Officers as may be necessary from time to time. You will act in accordance with the directions given to you.

3. The period of training shall be for **11 months** with effect from **05.07.2021** and this trainee agreement would automatically end on completion of 11 months. The company, however, reserves the right to terminate the traineeship agreement during this period without notice or compensation.

4. You will be paid a fixed stipend of **Rs.25,000/-p.m. (Rupees Twenty Five Thousand per month)**. If you do not attend to your training on all working days of the month, your stipend will be reduced pro-rata.

5. In case you need to undertake travel as a part of your training assignment, the travel expenses would be reimbursed as per the policy of the company.

6. You shall observe punctuality and attend to your training diligently.

Airtel WiFi 2:04 PM 92%

Offer of employment

Inbox

B

bpm_olg 8 Sep

to me, K, Gasper, Natasha, Namrata

Hi Sampath Varshasree,

Congratulations! We are pleased to extend you an offer of employment as Process Executive. Welcome to the Infosys BPM family.

At Infosys BPM, we don't just come to work. We realize our dreams and those of our clients, and we are sure, so will you. We believe in setting the bar high for new industry benchmarks, and raising them as soon as we set them. Excellence is what we look to achieve in all our engagements.

The soft copy of the offer letter is enclosed for your reference that includes a list of benefits that you are entitled to upon joining. The hard copy of the offer letter will be handed over to you on the day of joining. This letter is conditional to your confirmation on relocation.

BSc - food 2020.

Bsc (FT). 111717021035
2020. 2019-2020
Bsc (food techno)

phf

Pratap Health & Foods (India) Private Limited
Since 1979 • ISO 22000:2018

21.11.2020

Mr. C. RAHUL
Plot No: 12, PNR Meadows,
Dommara Pochamapalli
Dundigal-500 043

SUB: OFFER LETEER

Dear Mr. C. RAHUL

We are pleased to inform you that you have been selected as "JUNIOR ASSISTANT-PQA" Gross Salary of Rs. 13000/- (Rupees Thirteen Thousand only)Per Month.

Appointment letter will be sent to you as per M/s Pratap Health & Foods (India) Pvt Ltd, Kompally Rules. You may join duty on or before 23.11.2020.

Submit the following documents at the time of joining:

1. Service Certificate
2. Testimonials
3. Relieving Letter
4. Recent Drawing Salary Slip
5. Residential Proof (Ration Card/Aadhar/Passport)
6. Pan Card

For PRATAP HEALTH & FOODS (INDIA) PVT LTD

GENERAL MANAGER

94D, Kompally, Secunderabad - 500 100. Telangana, India Ph: 08418-233737
admin@prataphealthfoods.com

To,
Mr. Mahesh Chithaluri,
Hyderabad,
Email: maheshchithaluri6@gmail.com
Contact: 7997769798

7th October 2021

Dear Mahesh Chithaluri,

We are pleased to formally invite you to join Sresta Natural Bioproducts Private Limited (Sresta). We are glad that you share our excitement about Sresta and we look forward to this being the start of a long lasting relationship.

We would like you to begin employment with us on 8th October 2021. Your employment will be based on the following terms and conditions:

1. You will be designated **Trainee Operations.** As a member of the organization, you are required to exhibit adequate initiative, drive, involvement and participation as may be warranted in the course of your employment. In this role, you will take on the responsibility of Operations. In this role, you will presently report to **,** who will assign your specific tasks and responsibilities.

2. You shall be on probation for a period of six months from the date of your appointment. Confirmation as a permanent employee will be done subject to a satisfactory evaluation by your supervisor at the end of the probation period. Based on your supervisor's evaluation, the Company shall have the right to either terminate this agreement or extend your probation in accordance with the terms/conditions set out herein, if your performance is not to the reasonable satisfaction of the Company. You shall continue to be on probation until your services are confirmed in writing.

3. You will be based in **Hyderabad** and you may be required to travel to other locations depending upon business requirements.

4. You shall be liable to be transferred in such capacity as the company may require, from time to time, to any other location, department, establishment, factory, branch, subsidiary, associate of the company. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

5. Your fixed pay will be **Rs.242,000/-**(Rupees two lakhs forty two two thousand only), with an additional variable pay of 10%, which will be paid on a cost-to-company basis annually. The break-up of this is provided as an annexure to this letter.

6. Your compensation will be reviewed periodically as per the Company's policy. Increments will not be automatic, but will be done at the discretion of the Management, and will depend on the periodic performance assessments.

7. Gratuity will be paid as per the company's rules.

8. The applicable Provident Fund contribution will be deducted from your salary.

9. Your Variable pay of **Rs.24,200/-(**Rupees twenty four thousand two hundred only) per annum, will be disbursed solely based on your performance and within the framework of the variable pay policy.

10. You will be entitled to avail leave as per the leave policy of the Company.

11. The age of retirement will be 58 years.

12. During the probation period, the notice period will be one month. Upon confirmation, this contract of employment is terminable by either party by giving two months' notice in writing. Neither party is bound to give any reason thereof. The company reserves the right to pay or recover salary in lieu of the notice period.

13. Other Work: This is a full time position and it is explicitly expected that you do not take up any other work for remuneration / profit (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without the written permission of the Managing Director of Sresta.

14. Confidentiality:
    - You will not at any time, without the written consent of the Managing Director of Sresta, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans, administration or research carried out, whether the same may be confided to you or become known to you in course of your service or otherwise.
    - Information means and includes without limitation, all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property. This also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

15. Protection of Interest: If you think of / invent / discover / improve on any new or advanced or current methods of process/ equipment / formulae / systems in relation to the operation of the company or its affiliate or customers, then, such developments, discoveries, or inventions will be fully communicated to the company and will be and remain the sole right / property of the company.

16. Past Records: If any declaration given or furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, in such case you will be liable to removal from service without any notice.

17. Amendments to the terms of employment: You understand and acknowledge that the Company's standard terms and conditions of employment may be updated from time to time. Further, the Management reserves the right to introduce employment terms relating to non-compete.

18. On separation: On termination of this contract, you will immediately give up to the company all documents, materials, drawings, data etc. belonging to the company and shall not make or retain any copies of these items. Furthermore, you will not to join (as part time / fulltime employee or as an advisor) with any competing company for a period of two years from the date of being relieved.

19. Training: In case you are sent for training to any foreign country, you will be required to provide an undertaking as per the company's overseas training bond policy.

20. Supersedes post terms of conditions: The acceptance of this appointment contract supersedes all previous terms of employment that may have existed & any such arrangement that may have existed previously to this appointment will now be replaced with the terms and conditions designed in this appointment contract.

21. Misconduct: In case of misconduct, your services will be dispensed with, without giving any notice or payment of salary in lieu thereof.

22. Consequences of Breach of Terms: Should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the company

Please indicate your acceptance of this offer by returning a signed copy of this letter on or before 7th October 2021.

Welcome aboard Sresta!

With best wishes,

Yours truly,
For Sresta Natural Bioproducts Private Limited

Rajashekar Reddy Seelam
Managing Director

My signature below indicates my acceptance of this offer of employment, after fully understanding the terms and conditions of employment. I expect to join my position on _____.

Signature: _____
(Mahesh Chithaluri)

Date: _____

Annexure

Break-up of Annual Compensation

7th October 2021

Name	**Mr. Mahesh Chithaluri**
Position	**Trainee Operations**
Expected Date of Joining	**8th October 2021**

Head	Per Month	Per Annum
Basic Salary	13,108	157,300
HRA	4,773	57,280
Provident Fund-Employer Contribution	1,704	20,449
ESIC-Employer Contribution	581	6,974
Sub – Total(A)	**20,167**	**242,000**
Variable Pay	-	24,200
Sub – Total(B)	**-**	24,200
Monthly CTC	**20,167**	**-**
Annual CTC(A+B)	**-**	**266,200**

**The variable pay will be disbursed solely based on your performance and within the framework of the variable pay policy.*

For Sresta Natural Bioproducts Private Limited

Rajashekar Reddy Seelam
Managing Director

My signature below indicates my acceptance of these emoluments. I understand that I am responsible for submitting information as well as proofs regarding any rebates /reimbursements that are to be considered for purposes of Income Tax TDS. I understand that I am individually responsible for filing my Income Tax Returns every year.

Signature:_____
(Mahesh Chithaluri)

Date: _____

© Confidential: Details of this document are not to be discussed with anyone in Sresta who is not authorized to access it, or with anyone outside Sresta other than immediate family

19:07

Government of Telangana
Food Safety and Standards Authority of India
Food Safety Compliance System (FoSCoS)
https://foscos.fssai.gov.in

Reciept

Reference No:	30210905108688140	**Date:**	06-09-2021
Name of Company/ Organization:	N.NIKHIL KUMAR, M/S JAI SANTOSHI MATHA KIRANAM	**Category of License:**	Registration [Telangana] [New Registration]
Premises Address:	Sangapur road gajwel, dist: SIDDIPET, Gajwel, Siddipet, Telangana, 502778		
Kind of Business:	Trade/Retail - Retailer		
Mode of Payment:	PayUBiz		
Fee Paid:	Rs 300.00 (3 Year(s))		
Transaction No.:	2032846605692500		

Note:

1. **FSSAI doesn't contact applicants over telephone for License/ Registration. Queries relating to License/Registration are only raised online. License related complaints may be reported at helpdesk - 1800110100 and helpdesk-foscos@fssai.gov.in.**
2. **In case you receive queries by authorities on your application, You are required to respond within 30 days to avoid rejection of your application by login into FSSAI's Food Safety Compliance System (https:// foscos.fssai.gov.in) with your user id and password or call us at 1800112100 for any clarification.**
3. **You must keep a copy of Form A (application) for any kind of communication with the authorities till obtaining Registration Certificate.**

19:13

4_HR_Joining_Formali...

DocuSign Envelope ID: 56C5DD7D-3F03-459B-847A-C070FC648408

sitel

Date: 1st July 2021

PRIVATE & CONFIDENTIAL

To,

K Sharon Srujana

I Block,Door no -60,Bharani
Complex,Minister
Road,Begumpet,Hyd-500003

Dear K Sharon Srujana,

Sub: Offer cum Appointment letter - CSP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Technical Support Professional" on following conditions:

Upon your joining on or before **1st July 2021**, you will be appointed as **"Customer Support Professional"** in the regular employment of SITEL. Your annual Base compensation (Total Guaranteed Pay) will be **INR 169,080 per annum**. Details of your overall compensation and other benefits is placed at Annexure-1. You will be assessed on attendance, performance against targets set and or any other parameters that may be communicated or may be applicable to your role.

1. In the initial period of appointment, you may be put into **Training** wherein you will be provided necessary upskilling to perform the job to the satisfaction and you will be assessed about your capability on time to time during and after the training. Your successfully completing various phases of training is a pre-condition to your continued employment with Sitel. if it is found during the said training your performance is not satisfactory or not up to the mark then you will stand automatically disqualified for appointment in the organization and your services shall stand automatically terminated.

2. Your initial appointment will be at Hyderabad but your services are liable to be transferred to any establishments which the Company opens from time to time; your services are also liable to be transferred from one department to another department; from one project to another and to the sister concerns/associated companies and subsidiary companies. Upon transfer, you will be governed by the terms and conditions of service applicable to the said establishment.

3. You will be subject to the Code of Conduct and other general rules of employment pertaining to holidays, leave rules and hours of work etc. prevailing in the Company or may be stipulated from time to time.

1 of 1

Date: 15/02/2021
Akuthota Alekhya

Genpact Proprietary
Private & Confidential

H.no.8-2-253, Sundaraiah Nagar, Bandarugudem Manuguru, Manuguru (PT), Telangana, India - 507117

Dear Akuthota

Sub: Appointment Letter

We are pleased to offer you an appointment with **Genpact** ("Company") as an **Process Associate** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your Cost to the Company (CTC) will be as indicated in Annexure II attached herewith.

2. Your initial place of work will be **India, Hyderabad Phoenix Hafeezpet IN - Office** However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

3. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.

4. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office - except while travelling on business as assigned to you by your supervisors and as per applicable laws in force. Weekly offs will be governed as per applicable regulations & Company policies.

5. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.

6. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject

7. Your appointment has been done after an extensive process for an important position which requires your skills and experience. This appointment may come to an end at the instance of either party by giving the other a notice in writing for **3** month. Your relieving from the services of the Company would be contingent upon successful serving of the full and complete notice period. Failing to do so would entitle the Company to recover damages for all losses caused due to any shortfall in serving of the full and complete notice period. The Company in addition to its rights to recover damages will not furnish a relieving letter in case of shortfall in the notice period unless such shortfall has been signed off by the appropriate person in the Company. In exceptional situations the Company reserves the right to waive off notice period at its sole discretion.

8. Notice to terminate the services will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.

A.Alekhya
A.Alekhya (Feb 15, 2021 11:30 GMT+5.5)
15/02/2021

9. Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, upskilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

10. The company reserves the right to terminate your employment on grounds of breach of policy,misconduct or where your performance has been found to be unsatisfactory.

11. You will automatically retire on attaining the age of 60 years.

12. Whilst employed by the Company:

a. You will not be permitted to undertake any other full time or part time employment or engage in any external activities of a commercial nature without prior written approval.
b. You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.
c. Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies and treated in accordance of clause 8.
d. You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
e. You confirm that you have disclosed fully all of your business interests in the Company - whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the company and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
f. You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

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

14. Upon separation from the Company on account of either resignation or termination or for any other reason, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard or soft copy which is in your possession or custody.

15. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

16. You are required to submit your relieving letter in original from your previous employer (ifapplicable) within 60 days of your joining the

A.Alekhya
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15/02/2021

Company failing which your employment with the Company shall be liable for termination without prior notice.

17. All terms and conditions will be governed by the Company's policies as stated from time totime and the Company may in its sole discretion as it deems fit revoke or change such policies without any prior notice.

18. The terms of this offer shall be kept strictly confidential. You shall execute all other documentsas may be required to give effect to this offer.

19. Any and all disputes arising in connection with the appointment letter and services shall bereferred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 by a Sole Arbitrator appointed by the General Counsel of the Company. The venue of the Arbitration shall be **Hyderabad** and the language shall be English. You agree to submit yourself to the exclusive territorial jurisdiction of Courts at **Hyderabad**.

Your assignment is effective from **15/02/2021.**

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days of the issuance of the letter else this offer stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

You are requested to come on the joining date at 09:15 am at **India, Hyderabad Phoenix Hafeezpet IN - Office**.

Warm Regards,

For Genpact

Akhilesh KVD
Senior Vice President – Human Resources

Accepted and Agreed

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15/02/2021

Akuthota Alekhya

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15/02/2021

Annexure II

COMPENSATION DETAILS

Name	Akuthota Alekhya	
Band	5A	
Designation	Process Associate	
Location	Hyderabad Phoenix Hafeezpet IN - Office	
Components	**Amount (per month)**	**Amount (per annum)**
Basic	INR 15,950/-	INR 1,91,400/-
Company Contribution to Provident Fund (PF)	INR 1,914/-	INR 22,968/-
Housing Rent Allowance	INR 6,302.67/-	INR 75,632/-
FIXED PAY	**INR 24,166.67/-**	**INR 2,90,000/-**
ANNUAL PERFORMANCE BONUS*	**INR 7,200/-**	
Performance Linked Incentive**	**Amount (per Annum)**	
Best Performer	INR 48,000/-	
Average Performer	INR 18,000/-	
Low Performer	INR 0/-	
Total Earning Potential	**Amount (per Annum)**	
Best Performer	INR 3,45,200/-	
Average Performer	INR 3,15,200/-	
Low Performer	INR 2,97,200/-	
Benefits	**Amount (per Annum)**	
Life Insurance	INR 14,00,000/-	
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act	
Personal Accident/Disability Insurance (For Employee)	INR 14,00,000/-	
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-	
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-	
Out Patient Medical Facilities at Office	Free	
Company Contribution ESIC	As per Act	
Gratuity	INR 9,202/-	
Other Attractions		
Parichay (Employee Referral Scheme)	As per scheme	
Rewards & Recognition	As per Performance	
Education@work : Professional advancement programmes	As per scheme	
Concierge Services	Subsidized Rates	

Notes:

* Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and

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15/02/2021

prevailing company guidelines.
** Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

The above mentioned components/benefits are as per the prevalent company policy and/or applicable law and are subject to change.

- The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.

Warm Regards,

For Genpact



Akhilesh KVD
Senior Vice President – Human Resources

Accepted and Agreed

A.Alekhya
A.Alekhya (Feb 15, 2021 11:30 GMT+5.5)
15/02/2021

Akuthota Alekhya

A.Alekhya
A.Alekhya (Feb 15, 2021 11:30 GMT+5.5)
15/02/2021

Genpact Appointment Letter

Final Audit Report 2021-02-15

Created:	2021-02-14
By:	Genpact Pan India Onboarding (genpactpanindia.onboarding@genpact.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAArxcT_jYfm8PY8JpdogUpsZZ0Id53D-pr

"Genpact Appointment Letter" History

Document created by Genpact Pan India Onboarding (genpactpanindia.onboarding@genpact.com)
2021-02-14 - 1:35:27 PM GMT- IP address: 3.231.47.243

Document emailed to A.Alekhya (alekhya.alu08@gmail.com) for signature
2021-02-14 - 1:36:42 PM GMT

Email viewed by A.Alekhya (alekhya.alu08@gmail.com)
2021-02-14 - 2:43:28 PM GMT- IP address: 66.249.84.60

Document e-signed by A.Alekhya (alekhya.alu08@gmail.com)
E-signature obtained using URL retrieved through the Adobe Sign API
Signature Date: 2021-02-15 - 6:00:17 AM GMT - Time Source: server- IP address: 157.47.45.88

Agreement completed.
2021-02-15 - 6:00:17 AM GMT

Mca (2020),

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: A Warm Welcome to TCS Family | Details for Onboarding - 17th November, 2020

1 message

Vasudha Bommuluri <satyavasudha2@gmail.com>
To: loyolaplacements@gmail.com

Sat, Nov 28, 2020 at 11:03 AM

111717024004
2019-2020
B.Sc Maths.

---------- Forwarded message ----------
From: **Bhutani, Ms. Geetika (Geetika Bhutani)** <bhutani.geetika@tcs.com>
Date: Fri, 13 Nov 2020, 12:44
Subject: A Warm Welcome to TCS Family | Details for Onboarding - 17th November, 2020
To: satyavasudha2@gmail.com <satyavasudha2@gmail.com>
Cc: Amrita Virdi <amrita.virdi@tcs.com>

Dear Bommuluri Satya Vasudha

A warm welcome to TATA Consultancy Services!

Trust you and your loved ones are keeping safe in the current COVID situation.
This mail is with reference to the TCS offer of employment and your acceptance to join us on 17th November, 2020.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this is mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our candidates. By this process you will not be required to physically report to your TCS joining location as per your date of joining to complete onboarding formalities.

The following steps are to be followed to ensure your virtual onboarding:

1. Your joining formalities & induction will happen via MS Teams.

https://teams.microsoft.com/l/meetup-join/19%3ameeting_MzY3ZjQ3ZTItNTEyZi00YWQ5LWE3YWItOGVlYWFhYTJmNmIy%40thread.v2/0?context=%7b%22Tid%22%3a%22404b1967-6507-45ab-8a6d-7374a3f478be%22%2c%22Oid%22%3a%22f876f723-dceb-4830-8c10-d3887eccc5d3%22%7d

Kindly make yourself available on 17th November, 2020, from 09:15 AM to 06:00 PM to enable smooth onboarding process.

2. Kindly fill in below enlisted mandatory documents and sign them wherever required (soft copy attached in this email).

1) Confidentiality, IP, Data Protection agreement
2) Pre-joining Medical declaration form
3) ESIC Form
4) Joining Kit
a. Joining letter
b. Tata code of conduct
c. Ultimatix declaration form

Please note that it is mandatory to carry hard copies of above mentioned documents with you on the day of physically reporting to TCS Induction location.

Special Instructions:

1. Pre-joining Medical Fitness Form – This must be filled and signed by a registered medical practitioner (Qualified MBBS Doctor). Your photograph needs to be affixed and attested by the doctor on the 1st page and the doctor must sign on page 2 as well.

Kindly revert to this email with the below acknowledgement text and filled mandatory documents as mentioned above
****
****

Dear Amrita/Geetika,

I hereby acknowledge that I have received the Confidentiality, Intellectual Property, Data Protection agreement, and read all the clauses of the said agreement. I declare and agree that I am required to comply with the obligations described therein and failure to do so may subject me to action as per the terms and conditions of the offer of employment issued to me and accepted by me and as per the relevant Company Policies.

As communicated in the Terms and Conditions of the Offer of Employment, my appointment is subject to completion of graduation course within stipulated time, having no pending arrears / back logs for the entire course duration as stated in Offer Letter - Terms of Traineeship.

I certify that the information furnished by me in this email / email attachments is factually correct and subject to verification by TCS (including Reference Check & Background Verification). I also declare that I am neither involved in any civil and/or criminal case/s and/or family court proceedings nor are there any charge/s or enquiry pending against me in any jurisdiction, prior to joining TCS. I accept that an appointment given to me on this basis can be revoked and / or terminated without any notice at any time in future if any information has been found incorrect, misleading or deliberately omitted / suppressed. I also certify that I am at present in sound mental and physical condition to undertake employment with TCS.

I also understand that I am required to sign and submit the duly signed hard copies of all the attachments on the day of joining/date of reporting to TCS offices.

Yours sincerely,
Name:
****
****

Regards,
TCS Onboarding Team

=====-----=====-----=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

B.Sc MSCS 2020

111717024005

2019-2020

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Cognizant Offer Letter
1 message

Yougitha Chowdary <yougitha222@gmail.com>
To: loyolaplacements@gmail.com

Sat, Nov 28, 2020 at 11:55 AM

---------- Forwarded message ---------
From: <TalentAcquisitionGroup@cognizant.com>
Date: Fri, 29 May, 2020, 2:47 pm
Subject: Cognizant Offer Letter
To: <yougitha222@gmail.com>

Dear Boyapati,

Warm greetings from Cognizant!

Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

While you read through the offer, we would like you to make a note of the following,

The offer made is based on internal parity and the overall structure in Cognizant. Cognizant incentives schemes are the best in the industry. One of the major USP is our Annual Bonus - It is here we try and reward those who have performed outstandingly.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

Best Regards
Cognizant HR - Talent Acquisition Group

Please do not delete this mail as it cannot be resent. Replies to this message are undeliverable and will not reach the Talent Acquisition Group. Please do not reply.

---

6 attachments

- **Boyapati Yougitha.pdf** 81K
- **Annexure B.DOCX** 78K
- **FAQs.PDF** 149K
- **Financial Disclosure Letter to Associates.PDF** 359K
- **Flexible Benefit Plan.PDF** 160K
- **Note for PF.PDF** 19K

MSCS 2019-2020
11171702401D
B.Sc Math
2019-2020
9.8 LPA

11:47 AM

ACTION REQUIRED: Cognizant Onboarding - Maheswari Venkata Sai Ivaturi Inbox

CognizantHR@cogn... 31 Jul
to me

Dear Maheswari Venkata Sai Ivaturi,

Cognizant is enabling additional authentication requirements across our application eco system. The new process offers a significant layer of extra protection to keep your sensitive data safe.

Please follow the instructions below.

INSTRUCTIONS TO ACCESS THE PORTAL:

STEP 1: Click here to access the registration page.

- Copy the registration link address from the welcome/invitation mailer
- Open a new Incognito Window on Chrome / In Private Mode window on Internet Explorer
- Paste the copied URL on to the address bar

STEP 2: Login with the email address and password already created.

STEP 3: Click "Accept" in the Review permission window.

STEP 4: In the popup window 'More information required' click 'Next'

STEP 5: Select the additional verification method through your mobile phone or Microsoft authenticator app

Option 1: Authenticate via Phone:

- Enter the code received through text message or use call back option and proceed

Option 2: Authenticate via Microsoft Authenticator App

- Install the Microsoft Authenticator App
- Scan the QR code in the Login page using the button in the Authenticator app
- Enter the Verification code generated once the scanning is complete and proceed

NOTE: If you have an existing Microsoft account on this email id skip the registration step and login with your password

Reset Password: Click Here to reset your password. Only registered users can reset the password

The recommended browsers are Microsoft IE(7.0, 8.0, 9.0), Google Chrome and Mozilla Firefox. You may experience difficulty using the site if you are using other versions of IE or other browsers Pop up blockers must be disabled.
Note: Holding 'Ctrl' while clicking on the link will override most browser popup blockers.

If you have any issues in reregistering, contact IndiaOnboardinghelp@cognizant.com for assistance.
Thank you

Warm regards,
Cognizant Human Resources Team

Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206361042/Hyderabad/BPS/BTN
Date: 15/02/2021

Ms. Divya Vani Madanu
Plot No 220, Sundarnagar Suraram Colony.

Suraram Colony
Hyderabad-500055
Telangana
Tel# -

Dear Ms. Divya Vani Madanu,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1 Software Units Layout Madhapur, Hyderabad – 500 081, Telangana India
Tel +91 040 6667 2000 Fax +91 040 6667 2222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

OTHER BENEFITS

1. **Health Insurance Scheme**
   TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

   You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

   a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

   b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

   c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

   The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

   i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

   ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

   *Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail . For further details, please refer to the policy document

2. **Professional Memberships:**
   You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

3. **Social Security - Employees' State Insurance:**
   The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. **Compensation Benefits under ESI Act / Employees' Compensation Act:**
   Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of Traineeship, from Employees' State Insurance Corporation.

   When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial . For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. **Night Shift Stipend:**
   Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

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6. **Process Specific Stipend:**
Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. **Traineeship Pre-requisites**
Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

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

2. **Traineeship Period:**
During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. **Hours of Training:**
You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. **Leave:**
You will be entitled for leaves as per the company's policy.

5. **Transport:**
TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. **Alternative Occupation / Traineeship:**
During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written

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permission of the company.

7. **Confidentiality, Data and Intellectual Property Protection:**
As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

8. **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 a trainee of TCSL.

9. **Notice Period:**
You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. **Medical Test:**
You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute`s photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and futher employment(if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. **Background Check:**
Your traineeship will be subject to a background check in line with the Company'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 checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. **Submission of Documents:**
At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

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13. **Initial Learning Programme (ILP)**
On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. **Letter of Appointment**
Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. **Personal Data Processing:**
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.

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

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.

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

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.

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.

16. **Terms and conditions:**
The above terms and conditions of traineeship are specific to your traineeship period in India.

17. **Rules and Regulations of the Company:**
Your traineeship 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.

18. **Compliance to all clauses:**
You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship 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 sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Limited.**



K Ganesan
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20206361042/Hyderabad/BPS/BTN** on _____ (MMM/DD/YYYY).
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:

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Annexure 2

Confidentiality, Data and Intellectual Property Protection Terms

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any 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 TCS . 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

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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.

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 Associate 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;

a) 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.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

6. Security policies and Guidelines.

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

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,

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acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

(a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

(b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

(c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

(d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;

(e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;

(f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

(g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

7. Restriction on Associate's Rights

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

8. No License

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

9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat

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thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b)In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, 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, 1996 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, Data and IP Protection Terms 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.

(e)This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

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

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____ .

I hereby accept this Offer and intend to join service on_____.

Name:

Address:

Signature:

Date:

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09 Jul, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Monica Athelli**,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program which will allow you to obtain M. Tech degree from one of the premier engineering institution/University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**



Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.07.09 12:42:20 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Sensitivity: Internal & Restricted

9663570

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

_____ .

Signature: **Date:**

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
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Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & medical insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-.**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

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 scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act **(at 0.75% of your Scholarship)** as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal.

4. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months

and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

i. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization tracks after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and 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 Head / Manager of WILP Academy

ii. 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.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or

secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association 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 or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. Confidentiality:

i. 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) 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 Wipro.

10. Assignment of Intellectual Property:

In connection with your enrolment and during the term of your enrolment, 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.

11. Posting:

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

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

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.

iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

15. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter 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.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. 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.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the enrolment on the terms and conditions herein.
I shall be present for the induction session on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____



ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I ----------, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information 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, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____ **Signature.....**

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate 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 enrolment is subject to my aggregate meeting the Wipro 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 termination of my enrolment with Wipro.

Name:

Date: __/___/_____ **Signature:.....……**

ANNEXURE - III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro’s businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Name:

Date: __/___/_____ **Signature:.....…….**

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. 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 stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. 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

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) 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 stipend and you would not need to submit bills towards usage of this amount.

ii. 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:

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.

iii. 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.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

BSC MSCS(2020)
111717026022
BSC Maths Statistics
2019-2020.

06 Jul, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Polishetty Mary Ravalika,**

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program which will allow you to obtain M. Tech degree from one of the premier engineering institution/University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.07.06 20:22:31 IST
Reason: Campus Offer Letter
Location: Bengaluru

1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) f
way of round-the-clock risk coverage against
resulting in partial or total disablement or c
nominal and highly negotiated premium.
b. Group Term Life Insurance: Rs. 14,00,000 In
or natural causes, your surviving family membe
This sum insured is inclusive of cover as per ED
get an extra coverage for a nominal and hig
Please note: More details on the above men
Wipro accessible on joining. Access through
Insurance/ Personal Accident
The policies mentioned here are policies of the
policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an
free life by planning your retirement. Starting
time to contribute towards building your retire
the corpus year on year. You simply have to
tolerance.

A voluntary defined contribution Plan wherein
Service Provider (PSP) within 30 days from the

We currently have tie-ups with two leading PS
superannuation scheme which offers interest o
Unit Linked Superannuation scheme which offe
risk appetite & transparent fund management.

The enrollment option can be exercised only on
once made. VSS enrollment window period will,

The Company, on behalf of the member emplo
selected by the member. In case 15% of basic
an option to restrict the contribution to Rs.1
applicable on contributions exceeding Rs1,50,0

Annual pension contribution amount is re-adjus
component in the salary stack of the enrolled m
earned (or the corpus) can be utilized to avail th

For further clarity, please refer the Policy on M
Deferred Benefits-> Voluntary Superannuation
enroll into VSS, please log onto My Wipro-> My
30 days of joining the Company. In case you
same in the window period that is available for

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Endorsement
I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

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Date:

Signature:

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C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

9620348

Loans:

Interest Free Loan: An interest free loan of Rs. 2
The amount is primarily intended to cover housi
recovered in 10 equal installments.

Contingency Loan: An Interest free contingency
lower as per policy can be availed in case of c
Any loan taken above Rs. 20,000 will be liable t

** These benefits are subject to the terms and
fixed cash.

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Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & medical insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below:

i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-.**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

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 scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

SUMMARY - SOCIA

Medical

1. Medical Assistance Program (MAS)**: Th
children to the extent of Rs.15,000 per a
and exit in a financial year. **This sche**
Employee State Insurance Act (ESI).
stack is a notional figure and it indicates
Medical is a reimbursable amount, i.e., it

2. Mediclaim: You are eligible for a floater c
children) towards hospitalization. There
your marital/family status towards the ba
borne by you.

   If you wish to enhance the coverage, Tor
premium. More details on the policy are
accessible on joining.

3. Annual Health check: Company paid A
above 40 years of age.

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

This provides you a lump sum benefit up to a ma
applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provid
employee, in the unfortunate event of death w
basic salary at the time of death, number of year
E.g. If an employee is in Grade B3 with basic
retirement at time of his death is 20 years an
supplementary Pension payable per month wo
Factor * % based on number and age of survivin
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per
band specific pre-defined pension Accrual rate.

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

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act **(at 0.75% of your Scholarship)** as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal.

4. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months

Travel, Accommodatio

Travel

a. You would be entitled for Rs. 1500 from t credited with your first month salary. You need to submit bills towards usage of this a

b. There is no provision for reimbursement/a training or classes at different locations in

Accommodation, Food & other Miscellaneous Exp

a. You would be entitled for Rs.400 per day You may utilize this amount towards a would be paid as a lump sum amount th not need to submit bills towards usage of

b. If your posting location (the location whe the training location (location where you u

   i. Settlement and Miscellaneous E 8,400) from the date of reporting boarding, lodging, conveyance &

c. Any location change after reporting to po covered under the Transfer policy for Tea My Policies -> India->My Travel>Transfer

d. Campus joiners would not be eligible for

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

Sensiti

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the enrolment on the terms and conditions herein.
I shall be present for the induction session on __/__/____

Name: _____

Signature: _____ Date: __/__/____

Place: _____



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 : L92102KA1945PLC020800

Sensitivity: Internal & Restricted

9620348

5. New Pension System:

You can contribute between 5% up to 10% [illegible]
will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher [illegible]
Fund. In cases where basic is lower tha[illegible]
Additional (Where applicable) of INR 1[illegible]

b. Notional sum indicating contribution of [illegible]

Employees will be eligible for payment of [illegible]

Registered Office:
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Doddakannelli
Sarjapur Road
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India

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E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitiv[illegible]

amazon

22 March 2022

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: T Madhuri
Address: H.no:1-30-827, Shiva nagar khanajiguda Secund, Secunderabad, 500015

This letter is to confirm that **T Madhuri** is currently employed at Amazon Development Centre (India) Private Limited.

T Madhuri is employed as a **CS Associate(DP)** and commenced employment with Amazon on **28 February 2022**.

This letter has been issued to the employee upon his/her request on the basis of data submitted by the employee to the Company. The Company bears no liability in event the aforementioned data is NOT found to be accurate.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Soumya V
ERC Delivery Hub Leader, Employee Services

Cognizant

1117170240029
Bsc (Micst)
2019-2020.

28-May-2020

Dear Akshay Jangid,
B. Sc, Mathematics, Statistics And Computer Science
Loyola Academy

Candidate ID – 14073283

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**



25-May-2021

C4997180

ARUN PAUL
15-18/1 Venkatraopet, Alwal, Secunderabad 500015, Telangana, India 500015
Management Level - 13
Sublevel - 3

Job Profile - Bus Process Delivery New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **ARUN,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Center, **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

Reference Id: b786135b-dd19-42cc-965d-c79fe2413994_2
Signed By: Jal Rumi Master

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 191400** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

ARUN, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **sharat.c.kashyap** at **9581555975** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 165000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 165000	**INR 191400**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 165000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

HRD/2T/1000967956/20-21 February 16, 2021

Mr. Duggimpudi Bala Vijender Reddy
No. 3-14, Kadavendi, Devaruppula,
Jangoan,
Hyderabad-506302
India

Ph: +91-7288082473

Dear Duggimpudi,

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: 2021.02.16 17:08:16 IST
Reason: Digitally Signed
Location: Bangalore

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

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

HRD/1000967956/20-21 February 16, 2021

Mr. Duggimpudi Bala Vijender Reddy
No. 3-14, Kadavendi, Devaruppula,
Jangoan,
Hyderabad-506302
India

Ph: +91-7288082473

Dear Duggimpudi,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **12-Apr-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.

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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** 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.

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 condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

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.

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 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys WelfareTrust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200** . The details of the Scheme would be available to you when you join the Company.

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your 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 an Operations Executive, 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.

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

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

Your employment will be governed by the rules, regulations and policies of the Company.
The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: 19 of February, 2021

_____
Sign your name

Duggimpudi Bala Vijender Reddy. Hyderabad.
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.02.16 17:08:16 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Duggimpudi Bala Vijender Reddy**
ROLE	**Operations Executive**
ROLE DESIGNATION	**Operations Executive - Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	**16,162**

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)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	**18,581**
TOTAL GROSS SALARY	**18,581**

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	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

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

Bsc (Msc) 2020 -

Gmail

ganji raghava <ganjirag[illegible]om>

BSC (MSCS) 2020

Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates
2 messages

campus.connect1@wipro.com <campus.connect1@wipro.com>
To: campus.connect1@wipro.com

Wed, Mar 18, 2020 at 10:13 AM

111717024037.
2019-2020
Bsc maths

wipro



Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates

Dear Candidate,

Hearty congratulations on your selection in Wipro Work Integrated Learning Program (WILP) Talent Hunt 2020!

We are pleased to inform you that we have issued your Letter of Intent (LOI) online. To take your candidature forward with us, if you have not yet accepted the LOI please ACCEPT the same online at the earliest.

This is to further update you that post your onboarding into Wipro, you will get enrolled

into WILP which provides you a scholarship to pursue your higher education (M.Tech) from one of the premier education institutes in India– sponsored by Wipro.

We are glad to inform you that on successful completion of your M.Tech course, you will be entitled for Wipro's employment offer , based on your performance and organization policy at Wipro's discretion your indicative compensation range will be between 5 lakhs INR to 7.5 Lakhs INR.

If you have already accepted the LOI, please upload your necessary documents for audit validation (details communicated on another mail) to process your enrollment letter and thereon your onboarding into Wipro.

Please log on to: https://synergy.wipro.com/campus/cd/ using your credentials and go to: **Offer >> View Letter of Intent >> Accept/ Decline** based on your interest to close the pending action. Additional details on the same have been shared with you over a separate email.

In case your account is locked, kindly click on '*Reset Password*' and login again using the new password (auto-triggered within 2-3 hours to your registered email address) and close the pending action.

For any further queries/ clarifications, please reach manager.campus@wipro.com.

We will be in touch with you with more information soon.

Regards,

Global Campus Hiring Team,

Wipro Limited

Please do not reply to this email. Replies to this email address are routed to an unmonitored mailbox.

Disclaimer:

The parameters and procedure of selection solely depend upon Wipro's discretion. Wipro is not liable to disclose any information at any stage of the selection process. Wipro also reserves the right to roll back any provisional offer if the provisionally selected candidate does not meet the specified conditions which are prerequisite to being boarded. Wipro also reserves the right to hold any provisionally candidate liable if he/she is proved to be involved in any illegal activity for instance: misrepresentation, fraud, production of illegal documents etc.

Wipro shall inform the candidates the results of the hunt; either selection or non-selection through the personal email ids or another mode of communication as provided by the respective candidates.

Wipro has not empaneled any third party for conducting recruitment drive, requisite training, collecting fees or any other processes as envisaged under this program. Also, it is to be noted that Wipro does not charge any fee at any stage of this program. Likewise, only those registrations stand valid which are made at Wipro's official recruitment website. Any communication claimed to made on Wipro's behalf by any third party are to be considered as misrepresentation and an attempt to defraud and therefore, the same should be ignored. Wipro does not hold any responsibility towards such unauthorized communication made or believed by any.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

Any changes in the scholarship/employment offer/Salary/Course Details is entirely at Wipro's discretion

BSc (MSCS). (2020)
111770240 41
2019-2020
B.Sc Maths.

Legato
An Anthem Company
Health Technologies

04-November-2020

Sai Rahul Nandikanti
Hyderabad

Reg: Offer of employment

Dear Sai ,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **16-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Sai Rahul Nandikanti
Date:

Legato
An Anthem Company
Health Technologies

Annexure – A

Associate Name: Sai Rahul Nandikanti		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Sai Rahul Nandikanti
Date:

M

(SSC MSCS, 2020)

M1717024044
B.Sc Maths
2019-2020

Letter of Intent - Ganesh Rokkam - Ref. No.: 9662974

1 message

<careers@wipro.com>
To: ganeshrokkam2000@gmail.com
Cc: manager.campus@wipro.com

Tue, 28 Jan 2020 at 8:14 pm

Campus - Letter Of Intent

January 28, 2020

Dear Ganesh Rokkam,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		
Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

712 15,712/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Talent Acquisition

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended

MSCS 2020

111717024049

Cognizant

111717024049
B.Sc Maths
2019-2020.

28-May-2020

Dear Supriya Reddy Keesari,
B. Sc, Mathematics, Statistics And Computer Science
Loyola Academy

Candidate ID – 1407328]

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Supriya Reddy Neesari **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

MANTRA TECHNOLOGIES

17 December 2021

Geethika Yelem
Hyderabad

Employment Offer

Dear Geethika,

CONGRATULATIONS, YOU ARE SELECTED BY MANTRA TECHNOLOGIES PVT LTD.

We are pleased to extend an offer of employment to you from Mantra Technologies Pvt. Ltd. as an **Analyst – Digital Marketing** This letter sets out the key terms of employment. Your responsibilities and duties are detailed in the employment contract.

Your joining date is **10:00 Hrs (IST)**, **Monday, 21 December 2021.**

Your employment will be governed by the terms and conditions given in the employment contract. Your annual CTC would be **INR 300,000/- (Rupees Three Lakhs only),** The composition of the salary is given in the employment contract.

All payments will be subject to tax and other statutory deductions as required by the various Government authorities. Your performance will be assessed based on attendance, meeting time and quality norms in deliverables, motivation, teamwork and adherence to company policies.

I welcome you onboard for a long mutually beneficial journey.

Best wishes,

for **Mantra Technologies Private Limited**

K. S. Chakradhar Reddy
Senior Director - HR & Operations

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

Dear Geethika,

With reference to your discussions with us, we are pleased to extend an offer of employment as an **Analyst – Digital Marketing** on the following terms.

Responsibilities: As an **Analyst – Digital Marketing** you will render all duties as discussed. A brief outline of the key job functions is

- Build, nurture, and grow our brands on social media.
- Plan and execute lead generation campaigns across social media platforms for the products in our portfolio.
- Reach out to and engage influencers and potential customers to help promote our brands.
- Actively monitor our social media performance vis-a-vis competitors, recommend and implement actionable insights to maintain our competitive edge in the marketplace.
- Set up and manage multiple accounts and campaigns across 500apps product portfolio.
- Plan and optimize search, display, remarketing, and video campaigns for optimal ROI.
- Measure, analyze and report Google Ads KPIs to continuously track, optimize, and improve product success in the market. Identify new trends and opportunities.
- Manage Link Building campaigns at scale
- Your assignment with specific target roles will be notified to you on your day of joining and in future course of time. Your services are required at full dedication and in highly disciplined manner promoting the company values.

General working hours for this position are from **09:30 Hrs – 18:30 Hrs (IST), Monday - Friday.** Further, the candidate should be available on weekends on company's request.

Compensation and Benefits: Your annual CTC would be **INR 400,000/- (Rupees Four Lakhs only).** Further details are explained in the Annexure- A.

1. Contractual norms: This Agreement is made between you, a present or prospective employer of 'Mantra Technologies Pvt Ltd' ("Mantra"). Mantra is in the highly competitive business of creating and marketing computer software across the globe. The provisions of this agreement are important in Mantra's efforts to maintain its competitive position and to provide quality products and services to its clients and customers at all times. In addition, the company has many commitments towards its customers which require you to associate with the project for a **minimum of two years**.

1a. Contract: The provisions of this agreement are, in effect, promises you, the employee, make to Mantra Technologies Pvt. Ltd., hereinafter stated as "the company" or "Mantra Technologies" or Mantra, in consideration for entering or continuing in its employment.

After the noted period, all of the company's employees are "at will" employees, which means that the relationship is freely entered into by both parties and that either the company or you, the employee may terminate the relationship, with or without cause, but with notice from both sides. In the event of termination of this employment by either you or Mantra Technologies, and regardless of the reason, the provisions on confidentiality and the Covenant Not To Compete of this agreement shall survive the termination of employment i.e., shall remain in effect. No person, except for the president of the company, has the authority to enter into an agreement for employment of you on other than an "at will" basis, and even the president may only do so in writing signed by him. We accept requests of termination of your employment, only after completion of the committed tenure and training period as explained above, with us.

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

By signing this agreement, you agree that you will devote your full business and professional time and energy to performing and conducting your duties for the company and will neither accept nor conduct any other business or professional activities while in employment with the company.

2. No Existing Contracts: By signing this agreement, you represent to Mantra Technologies that one of the following is true, as indicated by your checkmark below.
2a. You are not a party to any confidentiality agreement, non-compete agreement, intellectual property rights agreement, employment agreement or other agreement or provision with any other employer or entity, that will or might impact your employment by Mantra Technologies.
2b. You are a party to any confidentiality agreement, non-compete agreement, intellectual property rights agreement, employment agreement or other agreement or provision with any other employer or entity, which will or might impact your employment by Mantra Technologies. You have attached a copy of all such agreements and provisions to this employment agreement.

3. Confidentiality:
3a. Confidential information: In order to conduct its business operations, employees of Mantra Technologies must maintain secrecy of certain trade and proprietary information. You agree to maintain in confidence any such trade secrets and proprietary information passed on to you in the course of your employment and to use the information or secrets only for the proper business of the company. These trade secrets and proprietary information include, by the way of example, customer and prospect lists and identities; sales strategies for any prospect; software, software systems or details of software including computer coding in any form, methods or operation, user interfaces, details of operation or functionality, details of reports, details of screens, structure and sequence of functionality and programs, software structural design such as programming points, system deficiencies; programming techniques; user and program documentation; developing history of any software system; internal discussions or strategies relating to competitors; information regarding discussions with consultants or information from consultants; financial information about Mantra Technologies Pvt. Ltd., its employers or its customers; identities and talents of specific Mantra Technologies employees, company records; pricing information, pricing details and strategies; and other sensitive information relating to the business of Mantra Technologies which has been identified by the company as confidential.
3b. Customer Information: Because of the nature of computer systems and software created by Mantra Technologies and the need to maintain them, Mantra employees may have access to confidential information regarding customers. You are expected to maintain confidentiality thus restrict its usage within the company's norms.

4. Leaves:
4a. Earned leaves: Based on the organization's policy, you are eligible to accrue 18 days of earned leave according to your eligibility as per company HR norms. Leaves exceeding over and above the accrued leave will be treated as leave without pay and deducted towards your salary.
4b. Happy day leave: In addition to the earned leaves, an employee is awarded one happy day leave per annum, which can be availed on occasions such as self-birthday, spouse's birthday, wedding anniversary or child's birthday.
4c. Hospitalization leave: Leaves in this category are over the count of the above-mentioned ones and to be availed only on self-hospitalization for surgical procedures, only. The HR Head has the authority to decide on the number of hospitalization leaves to be granted under medical/surgical conditions subject to a maximum of three consecutive working days.

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

5. Appraisals: The candidate has to complete a minimum of 12 months to be eligible for an appraisal or a salary review. Appraisals or salary reviews are strictly based on performance and are only conducted in March or September depending on your joining date. Your performance will be assessed based on attendance, quality norms in deliverables, motivation, teamwork and adherence to company policies.

6. Confidentiality: You will be required to sign and abide by the terms of a Non-Disclosure Agreement which will require that you hold in trust and not disclose any sensitive information of the company to client or any party, directly or indirectly, during or after your employment. You will refrain from working with companies/individuals that are deemed to be our competitors [direct and indirect] for a minimum period of twenty-four [24] months from your relieving date.

7. Probation Period: You will be on probation for a period of 3 months during which you will be under close supervision of your reporting manager. Confirmation is subject to a performance-based recommendation from your reporting manager. During the probation period, the company reserves the right to terminate your employment with no prior notice or reason.

8. Separation procedure:
8a. Notice Period: You will be required to provide Mantra Technologies Pvt Ltd with a non-negotiable notice period of 90 days. The notice period begins the next working day of the management's acceptance of your resignation. Leaves during the notice period will not be accepted as regular leaves and would extend the notice period by 2 working days for each leave availed.
8b. Termination clause: In case Mantra Technologies Pvt Ltd decides to terminate you due to a historical pattern shown, non-performance or similar grounds, you will be entitled to receive an amount equivalent to your basic salary of one month of the present pay cycle, which will be adjusted with your full and final settlement amount. In the event of any disciplinary or gross misconduct or willful disobedience, Mantra Technologies can terminate you without any notice.
8c. NCNS - No Call No Show: Mantra owns the right to terminate your employment under the dimensions of NCNS in case you are not communicable, directly or indirectly, through any communication channels to the company for more than 72 hours.

9. Inventions and Work Product: While an employee of Mantra Technologies, you may be assigned to create works of authorship such as computer programs, product documentation, advertising or promotional materials, or other forms of written, graphic, or creative work. All such works of authorship while you are employed by Mantra Technologies (regardless of whether they were created during or outside of normal business hours) shall be considered works for hire

of Mantra Technologies under the copyright laws and the sole and complete property of Mantra Technologies if

I. They are generated in conjunction with the work assigned to you while you are employed by Mantra Technologies.
II. They are generated using or in the physical facilities of Mantra Technologies
III. They are created, generated or copied into any computer or portion thereof which is property of Mantra Technologies.

While in the employment of Mantra Technologies, you may also, in the course of your duties, make patentable inventions. You agree to promptly notify Mantra Technologies of any such inventions and to execute any such documents as Mantra Technologies may reasonably request

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

so as to transfer title to such inventions to Mantra Technologies Pvt. Ltd. and permit the filing and prosecution of any patent application in the U. S. or in any foreign countries on such inventions.

10. Covenant Not to Compete: In the course of your duties at Mantra Technologies, you may have frequent contact and interaction with the customers, and it is deemed that the relationships between the company and its customers are significant assets developed through substantial investment of resources. During your tenure with the company, you will have access to information about the company's proprietary technology, it's use, products, plans and strategies, and will gain unique skills, insights, and experience in the highly competitive market in which Mantra competes, all of which are very valuable to the company and all of which would be of potential value to its competitors. The covenant that follows is an effort to protect the legitimate interests in the particular knowledge of the company's [Mantra Technologies Pvt. Ltd.] products and procedures gained by its employees and to protect its competitive position in the market and is made by you in consideration for your present or future employment and the chance to develop these skills, knowledge and expertise.

While employed by Mantra, you will not service or contact, in a business context, either directly or indirectly, any customer of Mantra Technologies, except in the course of performing your duties. In addition, for a period of one year after your employment is terminated (whether initiated by you or Mantra Technologies), the following restrictions shall apply:

You will not be employed by, assist, have an ownership interest in (other than the ownership of less than 1 percent of a publicly held company), or serve as an officer, partner, or a director, or consultant to, any direct competitor of Mantra Technologies in the products the company markets. This provision shall not restrict you as to employment, assistance, or service in connection with the products not marketed by Mantra Technologies Pvt. Ltd.

You will not contact any customer or active prospective customers or current or ex-employee of Mantra Technologies with whom you have had contact during your employment at the company, for the purpose of either (a) attempting to sell them products competitive with Mantra Technologies, or (b) attempting to dissuade them from doing business with Mantra Technologies. You will not establish or aid others in establishing any new business enterprise or a new area of business for an old business enterprise which develops or markets one or more products which are directly competitive with the products of Mantra Technologies markets at that point of time.

By signing this agreement, you also agree with Mantra Technologies Pvt. Ltd. that the restraints imposed by this covenant are reasonable under the circumstances and will still permit you to find acceptable other employment in the event that you should leave Mantra Technologies.

11. Non-Interface with employees: During your employment with Mantra Technologies and for a period of two years after the termination of your employment (whether initiated by you or Mantra Technologies), you will not attempt to persuade or hire or influence any then-existing employee to terminate his or her employment with Mantra Technologies.

12. Return of Property: By signing this agreement, you agree that you will, upon termination of employment at Mantra Technologies, surrender all of the following.

Written material or documentation regarding Mantra Technologies software, programs, techniques, methodologies, procedures, policies, source code, listings, working papers, customer lists, financial information, and information related to the foregoing, including any responses to proposals, training materials, sales material, manuals and checklists.

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

Any physical embodiments of information that is proprietary to Mantra Technologies, such as computers, laptops, tapes, diskettes, photographs, slides and so forth. Any property of Mantra Technologies, such as hardware, software owned by Mantra Technologies, books purchased by Mantra Technologies and all other properties of Mantra Technologies given to you for use during your tenure of employment.

13. Irreparable Harm: You understand and acknowledge that Mantra Technologies believes that breach of this agreement will result in irreparable and continuing damage to the company for which monetary compensation may not provide adequate relief. Accordingly, if you are in breach of this agreement, you agree that Mantra Technologies may seek and obtain injunctive relief to enforce the provisions of this agreement, and that nothing here shall prevent or inhibit Mantra Technologies from seeking any other remedies available to it. Further, if Mantra Technologies is successful in any action to enforce this agreement, you agree that Mantra Technologies shall be entitled to recover its actual attorneys' fees and costs for such action.

14. Miscellaneous: By signing this agreement, you not only agree to its terms, but also warrant that you are not under any obligation, contractual or otherwise, which is in conflict with its terms. This agreement is to be interpreted in accordance with the laws of the Republic of India. If any provision of this agreement is found to be invalid or unenforceable as written, the agreement shall be construed, to the extent possible, so as to render that provision enforceable, and if cannot be so construed, its invalidity or unenforceability shall not affect the validity or enforceability of any other provisions of this agreement.

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

MANTRA TECHNOLOGIES

Annexure A - Salary Breakup

Name: Geethika Yelem
Designation: Analyst - Digital Marketing

Your annual CTC would be **INR 300,000/- (Rupees Three Lakhs only).**

Salary Components	Mode	Monthly (INR)	Annual (INR)
Basic (40% of Gross)	Monthly	9,234	110,802
HRA (30% of Basic)	Monthly	2,770	33,241
DA (50% of Basic)	Monthly	4,617	55,401
Transport Allowance (15% of Basic)	Monthly	1,385	16,620
Medical Allowance (15% of Basic)	Monthly	1,385	16,620
Basket of Allowance (40% of Basic)			
Vehicle Maintenance	Monthly	1,847	22,160
Special allowance	Monthly	739	8,864
Books & Periodicals	Monthly	739	8,864
Entertainment Allowance	Monthly	369	4,432
Total Basket Pay		**3,693**	**44,321**
Gross Pay – 'A'		**23,084**	**277,006**
Company Paid Standard Benefits - 'B'			
Medical Insurance (Annual)			**15,000**
Gratuity (4.81 % of Basic + DA) - 'C'			**7,994**
Total CTC (A+B+C)			**300,000**

PF (Employee and Employer's contribution), income tax, professional tax and other government statutory deductions will apply. Gratuity eligibility is based on the National Government norms as per the Gratuity act 1972 will apply.

I understand and acknowledge all terms and conditions listed on this page.
Initial:
Name:
Date:

GOVERNMENT OF TELANGANA

REGISTRATION AND STAMPS DEPARTMENT

THE REGISTRAR OF FIRMS

Medchal - Malkajgiri

Acknowledgement of Registration of Firm

The Registrar of Firms, Medchal - Malkajgiri hereby acknowledges the receipt of the statement prescribed by section 58(1) of the Indian Partnership Act. 1932.

The statement has been filed and the name of the firm M/S URS BY UMESH ANANTHA , H.No.5-5-81/3/B/ Pt Sai Baba Nagar Colony/ Kukatpally/ Kukatpally/ Medchel/ Telangana/ India/ has been entered in the Register of Firms as [No : 270 of 2022] at Medchal - Malkajgiri.

SEAL OF REGISTRAR OF FIRMS
Medchal - Malkajgiri District
TELANGANA

REGISTRAR OF FIRMS

Medchal - Malkajgiri

Date : 05/02/2022

Signature Not Verified

Digitally signed by VENKAT RAMESH REDDY KAMINENI
Date: 2022.02.05 11:33:31 IST

GOVERNMENT OF TELANGANA

FORM - A

SEE RULE - 5

(Maintained Under Section 59 of the Indian Partnership Act, 1932)

1. Serial Number of Firm :	**[No : 270 of 2022]**
2. Name of the Firm :	**M/S URS BY UMESH ANANTHA**
3. Duration of Firm From :	**09/12/2021**
4. Duration of Firm To:	**At Will**

REGISTRAR OF FIRMS STATE TELANGANA

Principal Place of Business for the Firm

H.No.5-5-81/3/B/ Pt Sai Baba Nagar Colony/ Kukatpally/ Kukatpally/ Medchel/ Telangana/ India/

Partner Details for the Firm

Name	Address	Joining Date
SAI UMESH REDDY ANANTHA	**H.No.38-26/302,Ssr Complex/ Vallabh Nagar, Beside Union Bank/ Wanaparthy/ Mahabuanagar (U)/ Mahbubnagar/ Telangana/ India/**	**09/12/2021**
MANJULA ANANTHA	**H.No.38-26/302, Ssr Complex/ Vallabh Nagar,beside Union Bank/ Wanaparthy/ Mahabuanagar (U)/ Mahbubnagar/ Telangana/ India/**	**09/12/2021**

GOVERNMENT OF TELANGANA

Document Details

Document Type	Document Name
Form-1 English	Form-1.pdf
Self signed	SELF DECLARATION.pdf
Partnership	Partnership Deed.pdf
Lease Deed	Rental Agreement.pdf
Others	Others.pdf

SEAL OF REGISTRAR OF FIRMS
TELANGANA

LOKII Software Development (OPC) Private Limited
Pune, Maharashtra

August 9th , 2021

Sri Vishnu,
1-1-230/3/1, Flat no.F-1, Sri Lakhmi Nilayam
Vivek Nagar
Near Andhra Bank Chikkadapally
Musheerabad, Hyderabad
Telangana 500020
Sent via Email : srivishnu136@gmail.com

SUBJECT : Offer of Employment - Game Artist

Dear Sri,

LOKII Software Development. ("the Company") is pleased to offer **full-time employment** in the capacity of **Game Artist**, reporting to the CEO or his designee. The start date of this position will be mutually agreed and your tentative date is August 17th 2021. Your annual salary will be **INR** [redacted] per annum paid on a monthly basis. This Includes [redacted] (internet and mobile plan) advance payment per month on annual basis.

Cognizant

Bsc Multimedia + Animation 2020 ~~111721028~~

111717027027

26-Aug-2020

Dear Parnandisaivamshi Sharma,
B.Sc., MULTIMEDIA AND ANIMATION
Loyola Academy

Candidate ID ?14648307

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs. 12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs. 284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Pamandisaivamshi Sharma **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

As an associate you are also entitled to the following additional benefits:
?Floating Medical Insurance Coverage of Rs. 250,000/- per annum
?Round the Clock Group Personal Accident Insurance coverage
?Group Term Life Insurance Coverage
?Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
? Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
? Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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

BSc (MM) 2020

Cognizant

111717027036

26-Aug-2020

Dear Vemallasaiprakash Reddy,
B.Sc., Bsc.Multimedia and Animation
Loyola College

Candidate ID ?14648277

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs. 12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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Please note
?Thisappointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
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We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

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

S.

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Vemallasaiprakash Reddy **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
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? Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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

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Bsc (Multimedia) 2020
11171027038

TAMADA MEDIA

12th October, 2020

Dear **Viswajeet Praveen**,

With reference to your application and discussions with our team, it is my pleasure to formally take you aboard as **Associate – Cinematographer/Editor** with an annual Salary (Cost-to-Company) of **Rs. 3, 60, 000/- (in words Three Lakhs and Sixty Thousand Only).** This is inclusive of all and as per the terms & conditions explained in Annexure I. We extend this offer and the opportunity it represents with great confidence in your ability. You made a very favorable impression on everyone you met, and we are excited about you joining us. TAMADA MEDIA will endeavor to provide you with outstanding opportunities to enhance your professional development.

This offer is subject to your compliance with our terms & conditions of employment that are enclosed with this letter. Please go through the same and return the duplicate copy of this letter as a token of acceptance within two days failing which this offer letter will stand cancelled.

Please accept my congratulations on this important decision in your career. All of those with whom you met here have also extended their warmest welcome. It is our collective hope that you will set your personal and professional goals high and take full advantage of the many opportunities you will be given by us to realize your full potential.

Sincerely,

DocuSigned by:
Surya Rahul Tamada
B4B72CD78ADA4AC...

Surya Rahul Tamada
Chief Executive Officer

Enclosures

- Appointment Terms (Annexure I)
- List of Documents to be furnished on joining (Annexure II)
- Salary Break-up (Annexure III)

Envelope ID: ABC41EB1-56E6-43DA-B42D-85CB289003F7

Annexure I

1. Probation:

1.1 You shall be on probation for a period of three months from the date of joining. The Company may, at its sole discretion, extend the period of probation for a further period.

1.2 Unless otherwise communicated to you in writing, your services with the Company shall stand confirmed at the end of the probation period.

1.3 During probation, you will be required to give a one-month notice in case you decide to leave the services of the Company. Similarly, the Company can terminate your service by giving the same required notice.

2. Appraisal:

2.1 You will receive periodic performance and compensation reviews in accordance with administrative practices of TAMADA MEDIA. Typically, compensation reviews are conducted once a year during the beginning of the calendar year and performance reviews on a quarterly basis.

2.2 Notwithstanding the provisions of Clause 2.1, you acknowledge that it is the Company policy to review the salary payable to its employees for successive financial years.

3. Hours of Work:

TAMADA MEDIA believes in flexi timing. Your working schedule will be decided by your immediate superior manager.

4. Leave:

Your leave will be governed by the leave policy of the Company

5. Transfers:

5.1 You will be assigned duties and responsibilities by Management from time to time and you are likely to be transferred to any other unit, division or places where the Company or its associates / Promoters have got interest. The terms and conditions of your transfer shall be at the discretion of the Company.

5.2 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.

Envelope ID: ABC41EB1-56E6-43DA-B42D-85CB289003F7

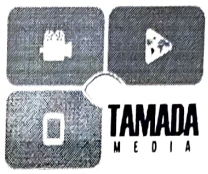
TAMADA MEDIA

Annexure II

Following Documents and items are to be submitted, at the time of joining.

- Copy of this appointment Letter duly signed
- Photocopies of all educational documents such as degree/ provisional certificate and mark sheets of all semesters (from 10th onwards)
- Photocopy of Passport (if you do not have a passport, kindly apply for one immediately)
- Photocopy of PAN (if you do not have a PAN, kindly apply for one immediately)
- Photographs: Passport size (2)
- Previous employment service certificates, release letter, residence address proof.
- Any other relevant certificates/documents.

elope ID: ABC41EB1-56E6-43DA-B42D-85CB289003F7



Tamada Media Pvt Ltd.		
Name of the Employee		Viswajeet Praveen
Designation		Associate - Cinematographer/Editor
Date of Joining		Monday, October 12, 2020
Level		NA
Particulars		Annual (Rs.)
Total Cost to the Company		360,000
Variable Bonus		NA
Total Gross Salary		338,400
Compensation Structure	Monthly (Rs.)	Annual (Rs.)
Basic	10,500	126,000
DA	3,675	44,100
HRA	5,670	68,040
Conveyance Allowance	2,781	33,372
Medical allowance	1,250	15,000
Special allowance	4,324	51,888
Gross Salary (Total A)	28,200	338,400
Less : Deductions		
Professional Tax	200	2,400
ESI	-	-
EPF	1,800	21,600
Total Deduction (B)	2,000	24,000
** Net Salary (A-B)	26,200	314,400
Employer Contribution :		
ESI	-	-
EPF	1,800	21,600
Total (C)	1,800	21,600
CTC(A+C)	30,000	360,000

(Note: Please note that salary is subject to basic PF, ESI and Tax deductions as applicable)

Gmail mohammed pasha <applenet1920@gmail.com

Fwd: #Recruitment# TCS Interview Shortlisted

message

nehitha Ananthula <snehitha.ananthula@gmail.com> Mon, Dec 7, 2020 at 12:35 PI
o: applenet1920@gmail.com

Ananthula

---------- Forwarded message ---------
From: **Abhishek Doijode** <doijode.abhishek@tcs.com>
Date: Mon, 13 Apr 2020, 3:58 pm
Subject: #Recruitment# TCS Interview Shortlisted
To:

Dear Candidate,

Hurray! You have successfully cleared all rounds of the TCS interview.

You will receive the TCS Provisional Offer Letter Shortly . Post Sending the Provisional offer will Communicate .

We understand that your final year examinations are scheduled in the next couple of months, and for your convenience, your documentation will be carried out after your examinations are completed. Please be informed that in case of any discrepancy in documentation, the TCS Offer will be revoked/withdrawn.

We wish you all the best for your examinations and look forward to having you onboard TCS soon.

In case of any queries, please connect with the Campus Helpdesk on Doijode.abhishek@tcs.com . We'd be delighted to be of assistance.

Thanks & Regards,

Campus Team

Tata Consultancy Services Limited

Kind Regards,

Abhishek Doijode

Human Resources
TATA Consultancy Services
Mailto: doijode.abhishek@tcs.com
Website: http://www.tcs.com

cid:image001.jpg@01D3F3A7.543A20E0 **cid:MC4xQzk2@2B9790807A56D15E652582580036738F**

Acknowledged by anu.chandra1999@gmail.com (Anindita Chandra on 10/10/2020 3:05:22 AM)

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Anindita Chandra
Flat no. A449, A Block, Phase 1, Janapriya Arcadia, Kowkoor, Secunderabad, Telangana, Pin - 500010
500010

IN

Dear Anindita,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Oct-2020.**

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with

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immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

Duties

3.1 You will be employed in the position of **Tron Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

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5. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**250,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

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Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company,

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or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or

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(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such

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assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in

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India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

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10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

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During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking .

14. Termination of Employment

14.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India;

14.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is

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termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

16. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

17. New Hire Background Investigation

17.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

17.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

17.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

17.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 12 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

18. Foreign Nationals

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18.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

18.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

18.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

19. Representations and Warranties

You hereby represent and warrant to the Company that:

19.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

19.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

19.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party (including a former employer);

19.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

19.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

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19.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

20. Other Particulars

20.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter

20.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

21. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

22. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

23. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

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24. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

25. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

26. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

27. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

28. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

29. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

30. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

31. Survival

Your obligations under Sections 9, 10, 12, 14, 22, 23, 24, 26, 27, 28 and this Section 31 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

amazon | Development Centre India

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:M V RAVI KUMAR
Date: 2020.10.09 22:53:43 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

genpact
Transformation Happens Here

Date: **Nov 20th, 2020**

Dear: Billa Vibha,

Sub: Letter of Intent

Congratulations! You have been selected for the Apprenticeship training with Genpact India Pvt. Ltd.

The process of joining as Apprentice involves registration on the Govt. portal, followed by release of Contract letter of Apprenticeship Training and subsequently acceptance of the contract from the candidate.

The process shared above may take 1 - 2 weeks to get completed after which your training with Genpact will start. During this period, representative from Genpact hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.

We would also like to inform you that as part of your engagement with Genpact as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the non-statutory benefits, details of which will be communicated separately at the time of joining, which are offered to employees at Genpact.

Monthly Stipend: **17,400/-**

We thank you for showing interest in the position of Apprentice at Genpact and look forward to an early joining.

For Genpact India Pvt. Ltd.

Name: **Rajiv Khatri**

Designation: **Assistant Vice President.**

Candidate Signature

Genpact India Private Limited

DLF City, Phase V, Sector 53,
Gurgaon - 122002, Haryana, India.
T +91 124 283 2000; F +91 124 402 2674

CIN: U73100DL2005PTC307363

Regd. Off.: Genpact India Private Limited 12A (Ground Floor) Prakash Deep Building Tolstoy Marg New Delhi-110001

www.genpact.com

Dear Candidate,

Hurray! You have successfully cleared all rounds of the TCS interview.

You will receive the TCS Provisional Offer Letter Shortly . Post Sending the Provisional offer Will Communicate .

We understand that your final year examinations are scheduled in the next couple of months, and for your convenience, your documentation will be carried out after your examinations are completed. Please be informed that in case of any discrepancy in documentation, the TCS Offer will be revoked/withdrawn.

We wish you all the best for your examinations and look forward to having you onboard TCS soon.

In case of any queries, please connect with the Campus Helpdesk on Doijode.abhishek@tcs.com .

8:12

Ch. Ruchitha

1117170310004

#Recruitment# TCS Interview Shortlisted

Inbox

Abhishek Doijode Apr 13

to

Dear Candidate,

Hurray! You have successfully cleared all rounds of the TCS interview.

You will receive the TCS Provisional Offer Letter Shortly . Post Sending the Provisional offer Will Communicate .

We understand that your final year examinations are scheduled in the next couple of months, and for your convenience, your documentation will be carried out after your examinations are completed. Please be informed that in case of any discrepancy in documentation, the TCS Offer will be revoked/withdrawn.

We wish you all the best for your examinations and look forward to having you onboard TCS soon.

In case of any queries, please connect with the Campus Helpdesk on Doijode.abhishek@tcs.com . We'd be delighted to be of assistance.

Dear Vineela Reddy,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206330079/Hyderabad/BPS/BTN
Date:12/02/2021

Dear Ms. Srinija Domakonda,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1 Software Units Layout Madhapur, Hyderabad – 500 081, Telangana India
Tel +91 040 6667 2000 Fax +91 040 6667 2222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

K Ganesan
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20206330079/Hyderabad/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

Private and Confidential
TCSL/DT20206330079

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Tel +91 040 6667 2000 Fax +91 040 6667 7222 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Registration No. (CIN): L22210MH1995PLC084781

DocuSign Envelope ID: FEAFF6F6-7622-40FF-ACAF-7649B0725CEA

Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/31/2020

Ms. Guduguntla Sowmya
5-12-181/8A, Mangapuram Colony, Moula-Ali,
Hyderabad - 500040

Subject: Offer of Employment

Dear Guduguntla Sowmya:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 12, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Guduguntla Sowmya, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

FEAFF6F6-7622-40FF-ACAF-7649B0725CEA

Ms. Guduguntla Sowmya

Acceptance

I, **Guduguntla Sowmya**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
27C515C0D959427...

09/01/2020

Signature

Date

Offer: Computer Consultancy
Ref: TCSL/DT20195989217/Hyderabad
Date: 03/01/2020

Ms. Sravya Reddy Guduru
Plot No 94, Sai Dharani Colony Phase-2, Nagaram3-4-937/17,
Satyanarayana Colony Bus Stop,
Hyderabad-500083,
Telangana.
Tel# -

Dear Sravya Reddy Guduru,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

COMPUTER CENTRE, LOYOLA ACADEMY DEGREE & P.G. COLLEGE, ALWAL, SECUNDERABAD-500 010.

TATA

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 **₹2,840/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹1,400/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of **₹1,500/-**. 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.

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TCSL/DT20195989217

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

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

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

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

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

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

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

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

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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111, Email: careers@tcs.com

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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.

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

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 50% 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. **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 Program 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 program, 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.

3. **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.

4. **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.

5. **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.

6. **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.

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

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8. **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.

9. **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.

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

11. **Terms and Conditions**
The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

12. **TATA Code of Conduct**
You are required to sign the TATA Code of Conduct and follow the same in your

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day-to-day conduct as an associate of TCSL.

13. Notice Period

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

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

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

14. 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.

15. 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.

16. 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.

17. 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.

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18. Submission of Documents

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

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

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

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

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TCS Cassava Sarayu Plaza, 1000 268 3111, Email: [illegible]

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

19. 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.

20 **...r of Appointment**

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

21 **...ulations of the Company**

...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.

22. Compliance to all clauses

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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TCSL/DT20195989217

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GROSS SALARY SHEET **Annexure 1**

Name	**Sravya Reddy Guduru**
Designation	**Graduate Trainee**
Institute Name	**Loyola Academy Degree And P.G. College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

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.

##Contribution towards Employees' State Insurance borne by TCS.

*** 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	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

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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 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, 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 ,Kariyavattom P.O. Trivandrum - 695581, India	

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TATA

Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. **Associate's Obligations**

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

3. **Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of 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 materia!**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

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

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

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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TCS Careers Servicedesk : 1800 209 3111 Email: careers.tcs.com

Cognizant

28-May-2020

Dear Marneni Spandana,
B. Sc, Computer Data Science & Data Analytics Engineering
Loyola Academy

Candidate ID – 14111153

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Date:

Cognizant

Annexure A

Name: Marneni Spandana **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
	Annual Gross Compensation		**216,749**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**228,749**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		3,752
	Annual Total Remuneration		**252,001**

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

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

Cognizant

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

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

Offer Letter

7-Oct-19

Dear Pasupuleti Ganga Sanjana,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

Your date of joining would be **1st June 2020**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to the successful background verification.** Your location of employment will be either at Hyderabad/Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

I accept the terms of this letter

Sincerely,

For ValueMomentum Software Services Pvt. Ltd.

(Candidate's Signature)

Stack up details of Compensation

Name: Ms. Sanjana,

Components	Monthly Amount	Annual
Basic Salary	6250	74999
House Rent Allowance	2500	30000
Special Pay	5816	69792
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	300	3606
ESI	590	7076
Flexible Benefits:		
Meal Card	2500	30000
LTA	1667	20000
Total	**20833**	**250000**
Annual Component (Payable from the date of joining)	**Variable Pay**	**0**
Total Annual Gross Salary	**250000 (Rupees Two Lakh Fifty Thousand Only)**	

Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional tax	200	
Total Deductions	3800	
Income Tax	**As applicable**	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefit like Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the data of joining ValueMomentum, you will be eligible for a onetime **retention bonus** up to **Rs. 150,000/-** (One Lakh fifty thousand only) based on your performance. This will be eligible only for active employees who are on the roles of ValueMomentum and not serving notice period as on the bonus payment date.

You are requested to contact the Human Resources Department for further clarification if any.
This Offer Letter is valid for you to join on or before 1-Jun-20.

Talent Acquisition Group

Candidate Signature

Cognizant

28-May-2020

Dear Vallepu Prathibha Reddy,
B. Sc, Computer Science & Engineering
Loyola Academy

Candidate ID – 14111140

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Date:

Signature :

M. Samyuktha
(111717031022)

Dear Candidate,

Hurray! You have successfully cleared all rounds of the TCS interview.

You will receive the TCS Provisional Offer Letter Shortly . Post Sending the Provisional offer will Communicate .

We understand that your final year examinations are scheduled in the next couple of months, and for your convenience, your documentation will be carried out after your examinations are completed. Please be informed that in case of any discrepancy in documentation, the TCS Offer will be revoked/withdrawn.

We wish you all the best for your examinations and look forward to having you onboard TCS soon.

In case of any queries, please connect with the Campus Helpdesk on Doijode.abhishek@tcs.com . We'd be delighted to be of assistance.

Thanks & Regards,

Campus Team

Tata Consultancy Services Limited

Kind Regards,

Abhishek Doijode

Human Resources
TATA Consultancy Services
Mailto: doijode.abhishek@tcs.com
Website: http://www.tcs.com

Cogniza

28-May-2020

Dear Tirumalasetty Sree Laxmi Gayatri,
B. Sc, Computer Data Science & Data Analytics Engineering
Loyola Academy

Candidate ID – 14111142

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Date:

Signature :

SSC percentage(10 th)

83

Inter percentage (12 th)

94

Hostel Facility

No

Preferred food

NONVEG

Transport facility

Yes

Day scholar

Yes

Test and program

Test code

GAT

Application number

Rank

0

Test code

Select

Hall ticket number

Rank

0

Admission mode

Spot

Government scholarship recipient

(•) Yes ( ) No

Government scholarship category

obc

Degree

Postgraduate

Course

Master of Science

Branch

M.Sc. Data Science

How did you hear about GITAM ?

Student reference

A. Sanketh
111717031030

Dear Candidate,

Hurray! You have successfully cleared all rounds of the TCS interview.

You will receive the TCS Provisional Offer Letter Shortly . Post Sending the Provisional offer will Communicate .

We understand that your final year examinations are scheduled in the next couple of months, and for your convenience, your documentation will be carried out after your examinations are completed. Please be informed that in case of any discrepancy in documentation, the TCS Offer will be revoked/withdrawn.

We wish you all the best for your examinations and look forward to having you onboard TCS soon.

In case of any queries, please connect with the Campus Helpdesk on Doijode.abhishek@tcs.com . We'd be delighted to be of assistance.

Thanks & Regards,

Campus Team

Tata Consultancy Services Limited

Kind Regards,

Abhishek Doijode

Human Resources
TATA Consultancy Services
Mailto: doijode.abhishek@tcs.com
Website: http://www.tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20184744345/Hyderabad
Date: 03/01/2020

Mr. Praveen Solanki Bhakodia
1-6-173/9Bapujinagar,
Musheerabad,
Hyderabad-500020,
Telangana.
Tel# 91-7013048975

Dear Praveen Solanki Bhakodia,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

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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 **₹2,840/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹1,400/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of **₹1,500/-**. 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.

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

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

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

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

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

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

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

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

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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.

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

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 50% 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. **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 Program 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 program, 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.

3. **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.

4. **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.

5. **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.

6. **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.

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

Praveen

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8. 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.

9. 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.

10. Overseas International Assignment Agreement

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

11. Terms and Conditions

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

12. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

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day-to-day conduct as an associate of TCSL.

13. Notice Period

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

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

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

14. 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.

15. 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.

16. 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.

17. 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.

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TATA

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

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

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

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

Bavad

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

19. 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.

20. 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.

21. 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.

22. Compliance to all clauses

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Praveen Solanki Bhakodia**
Designation	**Graduate Trainee**
Institute Name	**Loyola College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

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.

##Contribution towards Employees' State Insurance borne by TCS.

*** 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	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

Praveen

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

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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 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, 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 ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

Prior knowledge

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Restriction on Associate's Rights**

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

8. **No License**

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

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9. **Equitable Rights**

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

10. **General**

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

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

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

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

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

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

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Cognizant

28-May-2020

Dear Gattu Manikanta,
B. Sc, DATA SCIENCE DATA ANALYTICAL ENGINEER
Loyola Academy

Candidate ID – 14111154

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

amazon

19 October 2020

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: J.Joel raj
Address: H.No:1-5-1014/4, Plot no:36,, B.R.Rao Nagar, Alwal., Secunderabad, 500010

This letter is to confirm that **J.Joel raj** is currently employed at Amazon Development Centre (India) Private Limited.

J.Joel raj is employed as a **Tron Associate** and commenced employment with Amazon on **19 October 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

ABasu

Arijit Basu
Sr. Manager, HR Operations – HR Services

-------- Forwarded message -------
From: **JPMorgan Chase** <hr.olf.mailbox@jpmorgan.com>
Date: Wed, 8 Apr 2020 7:20 pm
Subject: Action Required: JPMorgan Chase - Offer Letter
To: <gundigakarunasagar@gmail.com>

JPMorgan Chase & Co.

Dear Karuna Sagar,

Congratulations! We are pleased to offer you this new opportunity. Click the View Employment Offer button below to review the details and let us know if you accept this offer.

Click the button below to access the Online Offer Letters system. To login, you will need to enter your E-mail address, provided below.

E-mail Address: gundigakarunasagar@gmail.com

Please contact me if you have any questions. We look forward to working with you to make great things happen for your career and the firm. Note: recommended browsers for accessing your letter are Internet Explorer 8 (IE8) and Firefox.

Sincerely,

Riddhi Desai

+912261261326

View Employment Offer

Having trouble viewing this email? Please visit https://onlineforms.jpmorganchase.com/online-forms/offer-letter/BPDPQ1YZ49/login.csf

Axiom IO

Dt. 10/11/2020

Dear Mr.: Akshay Raj,

Pursuant to our ongoing discussions where your application was under due consideration,
We are pleased to extend to you an offer to join our Company on the following terms:

Designation	Junior Business Analyst
Remuneration	INR 2,40,000 PA as Cost to
Date of joining	11-11-2020
Last date for receipt of Acceptance	11-11-2020
Original Documents to be produced on Joining Date	i. Educational Qualifications – 10th Class and above ii. Professional Qualifications – all previous employments iii. Proof of Date of Birth iv. PAN, Aadhar and Passport

This offer of employment is subject to positive feedback on your reference checks and background verification. If the terms and conditions are acceptable to you, kindly communicate to us of your acceptance by the date as above mentioned with an express confirmation around the date of joining.
Along with this letter of employment, we are also sharing with you, certain other relevant information for your perusal. We are glad to inform you that you will be an important part of our growing organization and would like you to play an important role in creating a culture driven to improve and excel in all areas.
We welcome you to join us in this exciting journey.

With best wishes,

Yours faithfully,
For AxiomIO IT Services Pvt Ltd.
Manager-HR.

Axiom IO

Dt. 10/11/2020

To,

Dear Mr.: Akshay Raj,

Dear Akshay Raj,

Welcome to **AxiomIO IT Services Pvt Ltd.** We are glad to have you here and look forward to a long and mutually rewarding association.

We have pleasure in appointing you in the position of Junior Business Analyst. Your date of appointment is effective from your date of joining which shall be on or before 10/11/2020.

Your appointment at **AxiomIO IT Services Pvt Ltd.** is on the following terms and conditions:

I. **PAY AND BENEFITS**

1. **Salary**

   You will be eligible for a salary of INR 20,000.00 per month. The same may be subject to increment as per Company policies basis your performance.

2. **Leave**

   You are entitled to 10 days of Annual Leave as per the Company's Leave Policy. In addition, you will be entitled to a maximum of 10 working days of sick-cum-casual leave per annum. You may utilize the leave as per the company policy.

3. **Relocation Expenses**

   In the event of you having to relocate your place of posting as per the Company's requirement and initiation, you will be eligible for relocation expenses as per the

Company policy. These expenses need to be claimed within a maximum of one month from the date of completion of relocation. This amount is fully recoverable in the event you leave the Company within 12 months from the date of joining the Company or within 6 months of relocation, whichever may be earlier.

There are no other deemed benefits or entitlements except to the extent expressly provided herein.

II. GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Your **Job details** are listed as below:

Designation	Junior Business Analyst
Reporting Manager	Satyanarayana Pothina
Location of Joining	Hyderabad

2. **Workplace**

You are initially appointed to work in our office located at Hyderabad, India. You may be transferred to another location or required to travel on account of Company's business/training at the sole discretion of the Company.

3. **Probation/Contract Employment**

You will be on probation for a period of 3 months from the date of joining. At the end of the probation period, subject to the satisfactory performance to be evaluated by the Company in consultation with your reporting manager, your services will be confirmed by the Company. The Company reserves the right to extend the probation for a further period if the performance standards or other factors require the Company to choose so. During the period of probation, your employment may be terminated by either Party with one-month notice issued in writing or payment of one-month salary in lieu of the notice period.

4. **Transfer**

Though you have been engaged for a specific position, your services can be transferred by the Company from one location to another, and/or one department/entity to another. Your services can also be transferred to any of the Company's subsidiary, associate, partner or affiliate companies anywhere in India or abroad depending on the exigencies of the business.

5. **Retirement**

You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

6. **Notice of Separation/Termination**

- Your services can be terminated by either party giving the other three months' notice in writing ("Notice Period"). The Company however, reserves its right to terminate your employment with immediate effect by giving you salary for two months' in lieu of the Notice Period.

  Your position with the Company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice Period shall be treated as a material breach of your employment contract and the Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to two month's salary, which the Company has the right to deduct from the final payments due to you from the Company.
- In case of your material breach of the Offer Letter and these Terms (together, "Agreement"), or any of the Company's policies, or in case of misconduct, the Company has the right to terminate your services without notice. It is clarified that in such case of termination by the Company, no salary or compensation shall be payable on account of lack of notice period.

Upon the termination of your employment for whatever reason, you will immediately return to the Company all books, documents, papers, materials, credit cards and other properties belonging to the Company which may then be in your possession or under your power or control. You will not, at any time after termination of this Agreement, for whatever reason, represent yourself as being in any way connected with the affairs of the Company

7. **Conflict of Interest**

Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity

or be interested directly or indirectly in any other trade or business, without written permission from the Company.

Violation of this provision shall be deemed as a material breach and the Company may choose to terminate or take such suitable action as it may find suitable upon discovery of such violation.

8. Standard of Conduct

In addition to the terms and conditions set out in the Offer Letter and these Terms, your employment will be governed by the Company's Standards of Conduct. In case of violation of any of the Standards of Conduct your employment may be terminated with immediate effect. You are required to coordinate constantly with your reporting manager for a firm and continued understanding around the Company's Standards of Conduct and ensure that own conduct stands in testament to these standards.

9. General Conditions

9.1 Your working hours, weekly offs, periods of work, public holidays, leave rules and other terms and conditions of employment will be governed by the rules and regulations applicable to the division or practice function to which you will be attached.

9.2 Your employment will be governed by the Company's rules and regulations, whether in force now or as may come into force from time to time, even if they are not individually notified to you in writing. The Company has the sole and absolute right and discretion to change any of its rules and regulations at any time to meet exigencies of the business.

9.3 If you are absent from the designated office for a period of more than 5 working days without adequate authorization under Company policies, you shall be deemed to have abandoned your employment voluntarily.

9.4 All intellectual property associated with the work generated by you during your course of employment shall vest solely with the Company and cannot be misused by you.

9.5 All information received by you during your course of employment shall be treated as per the obligations of confidentiality detailed in the "Non-Disclosure Agreement" executed between you and the Company at the time of your joining. Execution of such NDA at a later stage does not alter the position around your

confidentiality obligations for any information shared prior to the execution of the NDA and you shall treat all such information as Confidential.

10. Jurisdiction

The terms of the employment shall be governed by the laws of India and the Court in Hyderabad shall have the exclusive jurisdiction around any claims or disputes arising between the Parties.

Please sign and return a copy of this Appointment Letter as a token of your acceptance.

Signed:

Name: Sushma

Designation: HR Manager

Authorized Signatory of AxiomIO IT Services Pvt. Ltd.

I ACCEPT THE ABOVE REFERRED PAY AND BENEFITS AS WELL AS THE GENERAL TERMS AND CONDITION OF EMPLOYMENT.

Name: Akshay Raj

Date: 10-11 -2020

Place: HYDERABAD

Sign:

Axiom IO

Name of Employee : Akshay Raj

Salary : Rs. 20,000.00/- Per Month

Annual Salary : Rs. 2,40,000.00/- Per Annum

Components of Salary	Amount (Per Annum in Rs.)
Basic Salary	Rs. 1,20,000.00/-
House Rent Allowance	Rs. 48000.00/-
Other allowance	Rs. 27000.00/-
Net Salary	Rs. 1,95,000.00/-
Provident Fund	Rs. 43,200.00/-
Professional Tax	Rs. 1800.00/-
Gross Salary Cost to Company	Rs. 2,40,000.00/-

Respected mam/sir,
I am very pleased to accept the position of Software Engineer- Trainee with Value Momentum.
Thank you once again for this job opportunity. I am looking forward to work with your organization and make a positive contribution to the company, I am eager to work with everyone on the Value Momentum.
I am ready to start working with your organization from June 1,2020.If there is any additional information or paperwork you need to prior then, please let me know.
Thank you very much.

Sincerely,
Parimi sravani.

On Mon, Oct 7, 2019, 6:28 PM TAG India <tagindia@valuemomentum.com> wrote:
Dear Parimi Sravani,

Congratulations!

Further to our conversation, we are pleased to extend an offer of employment to you on behalf of ValueMomentum Services Private Limited (ValueMomentum) as per the details mentioned below. The India Development Center is going through an exciting and challenging growth phase and we would be happy to have you be a part of this journey.

Role	Software Engineer – Trainee
Band	A1
Date of Joining	1st June' 20
Location	Hyderabad

We request you to go through the attached document in detail, which will help you in making an informed decision.

Please note that this offer (along with the final form of any referenced documents), represents the entire agreement between you and ValueMomentum and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon ValueMomentum.

You may communicate your decision over an email by tomorrow so that we can organize the next set of formalities.

Joining Co-ordinates:

Time/Venue	10:00 AM, Reception Area
Location	ValueMomentum Software Services Pvt Ltd., Plot No: 36 & 37, Survey no: 115/1 & 115/22, Financial District, Nanakramguda, Hyderabad- 32
Nearest Landmark	Hotel Sheraton
Phone	040-67338900
Onboarding Point of Contact	HR Team
Talent Acquisition Specialist	Rashmi – 9581916969/rashmi.patlolla@valuemomentum.com

Offer Letter

7-Oct-19

Dear Shashank Maganti,

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of "**Software Engineer - Trainee**" Grade **– A1.** The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

Your date of joining would be **1st June 2020**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

At the time of joining, you are required to submit the following:

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to the successful background verification.** Your location of employment will be either at Hyderabad/Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

I accept the terms of this letter

For ValueMomentum Software Services Pvt. Ltd.

(Candidate's Signature)

Stack up details of Compensation

Name: Mr. Shashank,

Components	**Monthly Amount**	**Annual**
Basic Salary	6250	74999
House Rent Allowance	2500	30000
Special Pay	5816	69792
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	300	3606
ESI	590	7076
Flexible Benefits:		
Meal Card	2500	30000
LTA	1667	20000
Total	**20833**	**250000**
Annual Component (Payable from the date of joining)	**Variable Pay**	**0**
Total Annual Gross Salary	**250000 (Rupees Two Lakh Fifty Thousand Only)**	

Deductions:		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional tax	200	
Total Deductions	3800	
Income Tax	**As applicable**	

Note:

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefit like Group Mediclaim Personal Insurance as per the company policy.
3. After completing 3 years of service from the data of joining ValueMomentum, you will be eligible for a onetime **retention bonus** up to **Rs. 150,000/-** (One Lakh fifty thousand only) based on your performance. This will be eligible only for active employees who are on the roles of ValueMomentum and not serving notice period as on the bonus payment date.

You are requested to contact the Human Resources Department for further clarification if any.
This Offer Letter is valid for you to join on or before 1-Jun-20.

Candidate Signature

Talent Acquisition Group

B.Com (Hons) 2020

onlineforms.jpmorganchase.c

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JPMORGAN CHASE & CO.

1117170140002

2019-2020

B. Com Honours

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

Jamie

JPMORGAN CHASE & CO.

April 8, 2020

AKANKSHA

Dear AKANKSHA,

B. Com (Hons).
2020.

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ERP.

STATE STREET.

September 22, 2020

PRIVATE AND CONFIDENTIAL

Blessy Anandítha U

Dear Blessy Anandítha U,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Fund Accounting & Administration, Associate 1, reporting to Lalit Kumar Bhandari , Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

STATE STREET.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

STATE STREET.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

STATE STREET.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;
(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or
(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

STATE STREET.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

STATE STREET.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

STATE STREET.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:
(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:
(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

STATE STREET.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited

Chiranjeevi Koppula
Global Mobility, MD
Date: September 22, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Blessy Anandtha U
Date:

STATE STREET.

Exhibit "A"		
Name	Blessy Anandhitha U	
Designation	Associate 1	
SALARY COMPONENTS	Monthly	Annual
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	25,000	300,000

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

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Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2020

Ms. Dilpreet Kaur
Flat no. 304 Viceroy Residency,
Near Ashok Garden,Bapuji Nagar, Bowenpally,
Hyderabad - 500011

Subject: Offer of Employment

Dear Dilpreet Kaur:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 23, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 23, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, und or agreements relating to the subject matter of this offer between you and the Employer or its affilia

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home p transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad, 9:30 pm in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 23, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representation 'ngs or agreements relating to the subject matter of this offer between you and the Employer or its 2 / 23

In compliance with applicable laws, Deloitte U.S. India provides its professionals with hom[illegible] and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad, 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Dilpreet Kaur, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
[illegible]

Authorized Signatory

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Ms. Dilpreet Kaur

Acceptance

I, **Dilpreet Kaur**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Dilpreet Kaur
FEC1D4FE63B0481

Signature

11/02/2020

Date

R. Uma (Hostel)
2020
111717014009
2019-2020

Deloitte. Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

Ms. Gunja Mounika Plot No 209, Road No-4 Meenakshi Estates,Suchitra, Hyderabad - 500067

Subject: Offer of Employment

Dear Gunja Mounika:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Engagement Financial Advisor** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 19, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus ~~opportunity could~~ range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 19, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Gunja Mounika, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

Authorized Signatory
Ms. Gunja Mounika

Acceptance

I, **Gunja Mounika**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

G. Mounika.
Signature

19/10/20.
Date

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Deloitte.

Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

09/08/2020

Ms. Kappara Sai Keerthana
Flat No 307,Sri Tirumala Kasaani Residency
Behind Zee Dhaba, Kompally,
Hyderabad - 500067

Subject: Offer of Employment

Dear Kappara Sai Keerthana:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Engagement Financial Advisor** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 19, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 19, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Kappara Sai Keerthana, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

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Ms. Kappara Sai Keerthana

Acceptance

I, **Kappara Sai Keerthana**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

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09/08/2020

Signature

Date

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2019-2020

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor
Sy No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

Deloitte.

08/31/2020

Ms. Prasuna K
1-23-124/2, P.No-29, Road-4 Bhoodevinagar, Opp Good Sight Optician Alwal Tirumalagiri,
Secunderabad - 500015

Subject: Offer of Employment

Dear Prasuna K:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 12, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Prasuna K, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

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Ms. Prasuna K

Acceptance

I, **Prasuna K**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Prasuna
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08/31/2020

Signature

Date

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Annexure A

Ms. Prasuna K — **Associate Analyst – Government & Public Services, Finance**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	8,750	1,05,000
House Rent Allowance (HRA)	4,375	52,500
Special Allowance[1a & 1b]	7,000	84,000
Leave Travel Allowance[2]	875	10,500
Meal Card[3]	2,200	26,400
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	**25,000**	**3,00,000**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	20,854
Medical Insurance Premium[4]	1,737	

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd.-....

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Annexure A

[1] All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below

	[1a] *Communication Expenses*	[1b] *Fuel Expenses*
Employee in Level - Associate Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed*	*Petrol / Insurance / Repairs & Maintenance*
	Rs.3,000/- per month	Rs.7,500/- per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.
Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Date: 08/31/2020

Conditional Hire Clause

Dear Prasuna K,

As a campus hire, you are required to read and acknowledge to the following clauses as applicable in two scenarios prior to you joining Deloitte USI.

Scenario 1: If your examinations are deferred BUT conducted later (owing to COVID-19 related ambiguity):

- You will need to provide regular transcripts and certificates to conduct background verification within six months post your examination.
- If your examinations are scheduled to a date later than your onboarding date with Deloitte, you will be allowed to take PTO accrued by you or go on a leave of absence.
- Any travel-related costs incurred to attend your examinations will be borne by you.
- All travel-related requests for the above will need to be planned and discussed with your manager. You will also need to follow office entry protocols as applicable (including disclosure of health and travel location).

Scenario 2: If your examinations are cancelled:

- You will need to provide provisional clearance certificate/document as deemed by your university/educational institute.
- You will need to clear other elements of the background verification.

For Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

DocuSigned by:
Prasuna
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Signature	Name	Date
	Prasuna K	08/31/2020

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Deloitte.

Hyderabad

Prasuna K

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Support Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Associate Analyst – Government & Public Services, Finance** and other valuable consideration, I acknowledge that: and agree

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. ***Pre-existing Agreements or Arrangements.*** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Associate Analyst – Government & Public Services, Finance** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of *Proceedings*.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and

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confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. **Authorization**. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. **Authorization to Access *Systems* and *Electronic Communications and use of Deloitte Property*.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (*e.g.*, emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media

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such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security**. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of *Works*.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above.

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For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

c. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. ***Pre-existing Creations; Personal Creations.*** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. **Post-*Employment* Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.

13. **Exceptions to Post-*Employment* Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my ***Employment*** and for five years thereafter I must first notify

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Independence and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations, (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. **Post-*Employment* Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. **Notification of Post-*Employment* Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.

22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. ***Governing Law; Choice of Forum.*** This Employment Agreement is deemed to have been executed in the Employer's office in **[HYDERABAD:** Hyderabad, Andhra Pradesh, India] **[MUMBAI**: Mumbai, Maharashtra, India] [**BENGALURU**: Bengaluru, Karnataka, India] **[GURGAON**: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any

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other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting there for another provision that is legal and enforceable and that achieves the same objective.

28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

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31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

_____

For Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of **October 12, 2020,** I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits)

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems,* equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) **Deloitte Support Services India Private Limited** (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

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Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website, any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

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Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE SUPPORT SERVICES INDIA PRIVATE LIMITED

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions; re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client	Specified Kind of Services(s) Permitted

Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms.

Signature	Name	Date

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Support Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte India (Offices of the US).

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US) mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

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The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.

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- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US) other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **October 12, 2020**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature _____ Name _____

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Deloitte.

Dear **Prasuna K**,

On behalf of **Deloitte Support Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst – Government & Public Services, Finance** pursuant to the terms and conditions of your offer letter dated **October 12, 2020**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department

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JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

Jamie



JPMORGAN CHASE & CO.

April 8, 2020

Ananya Malla

Dear Ananya,

Your Employment by J.P. Morgan

We are pleased to confirm our offer of employment with **J.P. Morgan Services India Private Limited** (the " **Company** "). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies (" **J.P. Morgan** "). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company, you may be transferred or re – assigned to another service or function of the Company or J.P. Morgan, in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information on the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan listed on the Company's intranet, which will be accessible to you upon commencement of your employment with the Company. Please carefully review all applicable policies and guidelines.

Please treat your employment terms with the strictest confidence.

- If you have questions about them, please contact your HR representative.
- For questions on benefits or policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

- To accept this offer of employment, please click on the "Accept" button at the bottom of this page on or before April 13, 2020. If you do not accept this employment offer by then, it will be automatically be withdrawn unless we extend it in writing.

Welcome to J.P. Morgan. We wish you every success here.

* This is a computer generated communication and does not have a signature

Employment
Your employment will begin on June 8, 2020.

Probationary Period
Your probation period will be three (3) months. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have successfully completed your probationary period.

Your retirement age is sixty (60) years, subject to satisfactory completion of your probation period and provided that your employment is not terminated.

Title/Category
Your Functional/Subsidiary Title will be Transaction Processing Specialist of Operations Department.

We may change your position and titles through promotion or our operational requirements.

Working Hours/Place Of Work
Your local management will determine your specific working hours. You may also be required to work different or additional hours to perform your duties, depending on your department's needs.

You will normally work at the Company's offices in Hyderabad, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

Remuneration
Your total fixed pay will be INR 525,000.00 per annum and comprises the following components:

		Rupees p.a.
i)	Basic Salary	157,500.00
ii)	India - Housing Allowance	78,750.00
iii)	India - Special Allowance	237,150.00
iv)	India - Leave Travel Allowance	30,000.00
v)	Comp. contribution to Provident Fund	21,600.00
A.	**Total Fixed Pay**	525,000.00

We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

If, during your employment with J.P. Morgan, you become indebted to the Company or are overpaid any amount for any reason, we are entitled to recover that amount from you. J.P. Morgan may, if it so elects, set off any such sum due to the Company from you against any remuneration and/or any incentive compensation due and payable to you, including any final salary payments due to you on the termination of your employment.

Signature: *Ananya Malla* Date: **08-APR-2020**

Incentive Compensation
You will be eligible for annual incentive awards under the JPMorgan Chase Performance-Based Incentive Compensation Plan **("Incentive Plan")**. We award incentives based on a number of factors, including your individual achievement, the results of your business unit and the overall performance of J.P. Morgan. JPMorgan Chase has complete discretion over these awards.

which will be subject to applicable taxes, deductions and the JPMorgan Chase Bonus Recoupment Policy. If you receive an award, you will be paid either in cash or in a combination of cash and forfeitable equity, in line with our incentive plan practices. Any equity portion will be subject to the terms and conditions of the award agreement, which will include recovery provisions, non-solicitation and similar covenants. If your employment ends or you give us notice of your resignation before the payment date for Incentive Plan awards, you won't be eligible for any payments.

During your employment any commitment as to an amount or timing of an incentive award must be in writing signed by a Managing Director or equivalent of the Company and a human resources officer at the level of Vice-President or above.

Sign-on Bonus

We will pay you a one-time cash payment of Indian Rupee (INR)50,000.00, / (less applicable deductions) as a Sign-On Award. We will pay it within a reasonable period after your start date and it won't qualify for pension or other benefits calculations. If you resign or are terminated for any reason other than a job elimination (as determined within J.P. Morgan's discretion), before 12 months you agree to immediately repay us the full amount of this cash payment within thirty (30) days of your resignation or termination.

You agree that the Company may withhold to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave the Company, whether from salary, termination payments or otherwise, to repay this obligation. In addition, the Company will be entitled to any costs and attorney's fees associated with enforcing this repayment obligation.

Notice Period for Termination

During your probationary period, either party may terminate your employment by giving the other party fifteen (15) days' written notice or payment in lieu of all or part of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period"). However, J.P. Morgan may at its sole discretion release you earlier on certain conditions to be determined by the Company at the time of termination or by the Company making a payment in lieu of all or part of the Notice Period.

Leave

Annual Leave

Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

- You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time . The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.
- You must comply with the Company's 'consecutive days leave' policies.
- For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

Please note that detailed policies and information on leave, medical and life insurance, provident and gratuity is available on J.P. Morgan's intranet, which will be accessible to you upon commencement of your employment with the Company.

Medical and Life Insurance Coverage

You may be covered under the Company's Group Mediclaim Insurance Policy and Group Accident Insurance Policy.

Provident Fund & Gratuity
Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and J.P. Morgan internal policies that are in force and amended from time to time.

Employment
Your employment is subject to:

a. Your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment.
b. the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment, and
c. Your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
    i. You are not in breach of any prior employment contract,
    ii. you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information, and
    iii. You are not subject to any other employment or any contractual post-employment restraints
    iv. you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph

Termination
Your employment may be terminated as follows:

- By either party giving to the other prior written notice of at least the Notice Period or the Company making a payment in lieu of all or part of the Notice Period
- By the Company at any time without notice or compensation if you:
    - are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
    - seriously breach the Code of Conduct and any other Company policies,
    - disobey the Company's lawful and reasonable instructions/requirements,
    - habitually neglect your duties, or
    - otherwise commit a material breach of your employment terms.

During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- suspend you from the performance of any duties or assign you alternative duties;
- exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- remove your access to the Company premises and computer systems; or
- require that you return any property belonging to the Company per the Company's policy on "Return of Company Property" provided in this offer letter.

All your duties (whether express or implied) under your employment and this letter – including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information – shall continue throughout the Notice Period and any period that you are on garden leave.

During any Notice Period:

- you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and advise on matters relating to work.
- you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or the operations of the J.P. Morgan

Confidentiality
You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the J.P. Morgan policies and code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

Return of Company Property
You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

Post-Employment Restrictions
For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

In this paragraph:

- "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
- "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
- "Restricted Client" means any person:
    - who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
    - with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date
    - but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- "Relevant Date" means the date your employment terminates.

You acknowledge and agree:

- that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such

partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;

- that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- That you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- In addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

Miscellaneous

- This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted.
  This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.
- If, during your employment with J.P. Morgan, you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.
- The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of J.P. Morgan's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the J.P. Morgan group of companies).

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications, monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices, monitoring of the contents of electronic communications, files, databases, applications, and internet usage, and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems, terminate offers of employment or work assignment, and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your Covered Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed Covered Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

If you are a seasonal or short term employee the following requirements will apply:

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my Covered Accounts
2. I understand that the Firm has the right to request account information for any of my Covered Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my Covered Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade

•The term Covered Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing Covered Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at https://www.jpmorganchase.com > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;
- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers; and
- It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: *Ananya Malla* Date: **08-APR-2020**

Electronic Signature

- You acknowledge and agree that this offer of employment letter (the "Offer Letter") is being executed electronically and is enforceable.
- You have read and understood the terms of the Offer Letter and have been provided with an opportunity to review and discuss the terms of the Offer Letter with advisors, if you so desire.

- You agree that should any further assurances be required or be desirable, you shall in good faith perform such further actions (including executing a physical copy of the Offer Letter)

Governing Law and Jurisdiction

Your employment shall be governed by and interpreted in accordance with the laws of India. You shall submit to the exclusive jurisdiction of Hyderabad courts in relation to any dispute arising in connection with your employment and this letter.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91 22 6125 0000

Signature: *Ananya Malla* Date: **08-APR-2020**

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amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

M Deepika
H.no 16-69/A/63 SANTOSH NAGAR COLONY BALAJINAGAR MEDCHAL SECUNDERABAD 500087

IN

Dear M,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Oct-2020**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Tron Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

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amazon | Development Centre India

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs **250,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation any over payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952 and as further described in Amazon India's Policies and Procedures.

8. Leave

REGISTERED OFFICE: # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W), Bangalore - 560 055, Karnataka, India.

Tel: +91 80 6787 3000, Fax: +91 80 3087 0291, CIN:

otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such

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Date: 29th October 2020

Mekala Poojitha
Email: poojitha23100@gmail.com
Phone: 8309787030

Dear Mekala Poojitha,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant'**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: **'Associate Consultant'**
Cost to Company	: **INR 3,00,000/- per annum (Rupees Three Lakh Only)**
Proposed Compensation Break Up	: **As Detailed in Annexure II**
Shift Timings	: **US (6:00PM – 3:00AM)**

You will be eligible for an increment in your annual CTC by INR 50,000 (Rupees Fifty Thousand Only) post successful completion of six months of probation period from the date of your joining.

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport, along with the Night Shift Allowance (NSA) of INR 3,000 (Rupees Three Thousand Only) if you work in a shift between 5:00pm to 5:00am. The same will be processed basis the number of working days with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad India.** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **2nd November 2020,** failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period

Subject to the provisions contained in this offer, your services may be terminated by either party by giving **'two months'** notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back ground screening as per the norms of the organization.

In the first instance, during period the period of Probation, the termination of service may be made by either of the parties without giving any reason by giving one month notice or on payment of a sum equivalent to one month pay in lieu of notice.

Post confirmation of employment the termination of services may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two month's salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would been basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance policy.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to

perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by 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 in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation

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agreement etc.). Such agreements may be contained in offer letters from [illegible] option grants, employment agreements, independent contractor agreements, agreements [illegible] business etc. You represent that your employment with Company and the performance of your [illegible] duties for Company will not violate any obligation you have to such previous employer or other party. [illegible] your work for Company, you will not disclose or make use of any information or trade secret [illegible] any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employer or other party.

In case any information furnished by you either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **30th October 2020**; failing which the offer shall stand withdrawn.

Mekala Poojitha, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Regalix India Private Ltd

Shanta Sarkar

Regalix India Pvt. Ltd. Bangalore 560 001

Shanta Sarkar

Associate Director – Human Resources

I **Mekala Poojitha**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **2nd November 2020**.

Date: 2/12/20

Signed: Poojitha

Enclosed:

1. Details of Required Documents: Annexure I
2. Salary Break-up: Annexure II

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Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Aadhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

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Annexure II – Salary Break-up

Salary Break Up Sheet

Total CTC: Rs. 3,00,000

Particulars	Annual	Per Month
Salary		
Basic Salary	Rs. 1,20,000	Rs. 10,000
House Rent Allowance	Rs. 48,000	Rs. 4,000
Special Allowance	Rs. 1,04,628	Rs. 8,719
Gross Salary (Before Deductions)	**Rs. 2,72,628**	**Rs. 22,719**
Employer Benefits (Part of CTC)		
PF Contribution Employer	Rs. 21,600	Rs. 1,800
Gratuity *	Rs. 5,772	Rs. 481
Deductions		
PF Contribution Employee	Rs. 21,600	Rs. 1,800
Profession Tax	Rs. 2,400	Rs. 200
Income tax *		
Gross Pay	**Rs. 2,72,628**	**Rs. 22,719**
Net Pay (Take Home)	**Rs. 2,48,628**	**Rs. 20,719**
CTC	**Rs. 3,00,000**	**Rs. 25,000**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions

* Variable is paid quarterly basis your performance.

* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum

* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.

* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

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Gmail

Nasrin Kotadiya <nasrinkotadiya@gmail.com>

Action Required: JPMorgan Chase - Offer Letter

1 message

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JPMorgan Chase <hr.olf.mailbox@jpmorgan.com> Wed, Apr 8, 2020 at 7:51 PM
Reply-To: Do Not Reply <DO_NOT_REPLY@jpmorganchase.com>
To: nasrinkotadiya@gmail.com

2019-2020

JPMORGAN CHASE & CO.

Dear Nasrin,

Congratulations! We are pleased to offer you this new opportunity. Click the View Employment Offer button below to review the details and let us know if you accept this offer.

Click the button below to access the Online Offer Letters system. To login, you will need to enter your E-mail address, provided below.

E-mail Address: nasrinkotadiya@gmail.com

Please contact me if you have any questions. We look forward to working with you to make great things happen for your career and the firm. Note: recommended browsers for accessing your letter are Internet Explorer 8 (IE8) and Firefox.

Sincerely,

Riddhi Desai

+912261261326

View Employment Offer

Having trouble viewing this email? Please visit https://onlineforms.jpmorganchase.com/online-forms/offer-letter/U54QY3Y71N/login.csf

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2019-2020

B.Com - Honours.

STATE STREET

September 22, 2020

PRIVATE AND CONFIDENTIAL

Nedunuri Sai Yasaswini

Dear Nedunuri Sai Yasaswini,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Fund Accounting & Administration, Associate 1, reporting to Lalit Kumar Bhandari, Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

N. SAI YASASWINI

STATE STREET

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

STATE STREET

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time.

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

STATE STREET

HOURS OF WORK

You will be required to work 45 hours per week. your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;
(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or
(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service. Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

STATE STREET

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor, or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

N. SAI YASASWINI

STATE STREET

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:
(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:
(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

N. SAI YASASWINI

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STATE STREET

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited

Chiranjeevi Koppula
Global Mobility, MD
Date: September 22, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

N. SAI YASASWINI

Signature
Name: Nedunuri Sai Yasaswini
Date: 19 OCTOBER 2020

STATE STREET

Exhibit "A"

Name	**Nedunuri Sai Yasaswini**
Designation	**Associate 1**

SALARY COMPONENTS	Monthly	Annual
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**	**300,000**

- Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

- As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

- Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
- Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee
- Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

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PRIVATE AND CONFIDENTIAL

January 20, 2020

Chilasagaram Pravalika
Hyderabad

Dear Pravalika,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Content Specialist** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. **Commencement Date**

   a. Your employment with the Company commences on **June 1, 2020**.

2. **Initial Position, Work Description, Title Use and Work Base**

   a. Your work base at commencement of your employment will be **Hyderabad**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.

   b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.

   c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time.Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

   c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. **Probation**

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation of your appointment or notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period, without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. **Statutory Benefits**

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. **Leave**

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. **Information Provided By You, Reference Checks, Background Checks**

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment, (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks, and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.

d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. **Code of Conduct**

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged agreement to any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action, up to and including where the Company considers necessary under the circumstances, termination of your employment.

9. **Changes to the Terms and Conditions of Employment Applying To You**

a. You acknowledge that over a period of time, due to changes in the market / continuing business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply with such changes. Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. **Confidentiality**

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. **Intellectual Property Rights**

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. **Termination**

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements.

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct).

The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination.

v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company; and

vi. With immediate effect if you are absent from work for a period of 3 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per the request of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. **Company Policies**

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.

14. **Notice Pay Reimbursement (if applicable).**

Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:

a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. **General**

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

Private And Confidential

Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited

Catriona Mackness
Director Regional HR India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) this contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Chilasagaram Pravalika
Associate Content Specialist

Annexure I - Total Rewards (A + B + C + D)

Name: Chilasagaram Pravalika
Reporting Manager: Sanjeev Wadhera

Title: Associate Content Specialist
Department: Operations-ALL

A - Base Pay (Total Fixed Pay)

Particulars/Component (Refer Components of the Total Rewards Terms (a))	Amount INR
Basic (per annum)	156,000
Flexible Pay (per annum)	85,280
Provident Fund (12% Basic Salary) (per annum)	18,720
Base Pay (Total Fixed Pay)	260,000

B - Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay AIP Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of 6.00% of the Base Pay (Total Fixed Pay). The potential variable pay amount INR 15,600 (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit

Gratuity:
Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.
Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax is with accordance to the law (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 75,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

For **Thomson Reuters International Services Private Limited**

ACKNOWLEDGED AND AGREED

Catriona Mackness
Director Regional HR India

Chilasagaram Pravalika
Date: January 20, 2020

Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**

Catriona Mackness
Director Regional HR India
Date: January 20, 2020

ACKNOWLEDGED AND AGREED

Chilasagaram Pravalika
Associate Content Specialist
Date: January 20, 2020

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable)
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving Licen: e & Aadhar card)
- 3 Passport Size Photographs in White background

Private And Confidential

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS AND GENERAL EMPLOYMENT TERMS

I **Chilasagaram Pravalika**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at **https://thehub.thomsonreuters.com**, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature : Pravalika

Name : Chilasagaram Pravalika

Title : Associate Content Specialist

Date : January 20, 2020

Annexure IV

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Intellectual Property related Undertaking

By this undertaking **(Undertaking)**, I agree, acknowledge and undertake as follows

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
   i. Will promptly make full and complete disclosure about the Intellectual Property to the Company, and
   ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.

   The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature : .....

Name : Chilasagaram Pravalika

Date : January 20, 2020

Review & Sign Employment Offer - Step 4 of 4

Review the details of your employment offer below. Please read thoroughly and mark the check boxes in **ALL** highlighted areas to confirm that you've read each section. At the end of your offer you'll have the option to accept the offer, request a review of the offer with your recruiter, or decline the offer. Please print a copy of the employment offer for your records.

B. Com (Hons), 2020
11171014025
2019-2020

Print Save

Exit

JPMorgan Chase & Co.

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.



JPMORGAN CHASE & CO.

April 8, 2020

Rashmi Singh

Dear Rashmi,

Your Employment by J.P. Morgan

We are pleased to confirm our offer of employment with **J.P. Morgan Services India Private Limited** (the " **Company** "). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies (" **J.P. Morgan** "). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company, you may be transferred or re – assigned to another service or function of the Company or J.P. Morgan, in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information in the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan listed on the Company's intranet, which will be accessible to you upon commencement of your employment with the Company. Please carefully review all applicable policies and guidelines.

Please treat your employment terms with the strictest confidence.

- If you have questions about them, please contact your HR representative.
- For questions on benefits or policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).
- To accept this offer of employment, please click on the "Accept" button at the bottom of this page on or before April 13, 2020. If you do not accept this employment offer by then, it will be automatically be withdrawn unless we extend it in writing.

Welcome to J.P. Morgan. We wish you every success here.

* This is a computer generated communication and does not have a signature.

Employment
Your employment will begin on June 8, 2020.

Probationary Period
Your probation period will be three (3) months. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have successfully completed your probationary period.

Your retirement age is sixty (60) years, subject to satisfactory completion of your probation period and provided that your employment is not terminated.

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my Covered Accounts
2. I understand that the Firm has the right to request account information for any of my Covered Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my Covered Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade

*The term Covered Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing Covered Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at https://www.jpmorganchase.com > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;
- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers, and
- It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: I Accept Date: 8 April 2020

You

Electronic Signature

- You acknowledge and agree that this offer of employment letter (the "Offer Letter") is being executed electronically and is enforceable.
- You have read and understood the terms of the Offer Letter and have been provided with an opportunity to review and discuss the terms of the Offer Letter with advisors, if you so desire.
- You agree that should any further assurances be required or be desirable, you shall in good faith perform such further actions (including executing a physical copy of the Offer Letter).

Governing Law and Jurisdiction

Your employment shall be governed by and interpreted in accordance with the laws of India. You shall submit to the exclusive jurisdiction of Hyderabad courts in relation to any dispute arising in connection with your employment and this letter.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91 22 6125 0000

Signature: I Accept Date: 8 April 2020.

When you select **ACCEPT OFFER** below, you will be officially accepting your offer letter for employment at JPMorgan Chase. If you request a review of your offer letter select **REQUEST REVIEW**. If you do not agree to the terms of employment select **DECLINE**. Your recruiter will be notified of your action.

Accept Offer | Request Review | Decline

Leaving **EXIT** before submitting your decision on this offer will require you to start over at the first step when you log back in.

Exit

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Deloitte.

Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

09/08/2020

Ms. Venkateshwara Subramanian Sarjana
Flat No. 503, Rakshith Residency, Officers' Colony, Sainathapuram
Dr A.S. Rao Nagar, Ecil Po,
Hyderabad - 500062

Subject: Offer of Employment

Dear Venkateshwara Subramanian Sarjana:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Engagement Financial Advisor** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 19, 2020.**

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or a reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. According this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We wo
like you to join the Employer on **October 19, 2020**, or an alternative mutually agreed upon date. At the time
joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Venkateshwara Subramanian Sarjana, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
9E7628BB30814FE

Authorized Signatory

Ms. Venkateshwara Subramanian Sarjana

Acceptance

I, **Venkateshwara Subramanian Sarjana**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Sarjana
417F7E64AF53432

Signature

09/09/2020

Date

Annexure A

Mr. Venkatrahwara Subramanian Sarjana — Associate Analyst - Engagement Financial Adv

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	8,750	1,05,000
House Rent Allowance (HRA)	4,375	52,500
Special Allowance[1&3]	4,175	50,100
Leave Travel Allowance[2]	875	10,500
Meal Card[2]	2,200	26,400
Differential Allowance(L)	2,825	33,900
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	**25,000**	**3,00,000**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	**1,870**	**22,440**

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd -....

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Annexure A

[1] All employees may claim tax exemption, subject to tax rules from time to time, on their Special Allowance component expenses incurred towards communication and Driver / Fuel & Maintenance expenses as per eligibility mentioned below

	Communication Expenses	Fuel Expenses
Employee in Level -	Only one Post paid mobile and Land Phone and One internet connection bill(s) can be claimed	Petrol, Insurance, Repairs & Maintenance
Associate Analyst	Rs. 3,000/- per month	Rs. 1,500/- per month

[1a] The internet/telephone/mobile bills should be in the Employee's name

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules

Nature of Expenses	Own Vehicle – Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	1600 cc	1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] **Meal Card amount** will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] **Annual Floating Medical Insurance Coverage** for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Date: 09/08/2020

Conditional Hire Clause

Dear Venkateshwara Subramanian Sarjana,

As a campus hire, you are required to read and acknowledge to the following clauses as applicable in two scenarios prior to you joining Deloitte USI.

Scenario 1: If your examinations are deferred BUT conducted later (owing to COVID-19 related ambiguity):

- You will need to provide regular transcripts and certificates to conduct background verification within six months post your examination.
- If your examinations are scheduled to a date later than your onboarding date with Deloitte, you will be allowed to take PTO accrued by you or go on a leave of absence.
- Any travel-related costs incurred to attend your examinations will be borne by you.
- All travel-related requests for the above will need to be planned and discussed with your manager. You will also need to follow office entry protocols as applicable (including disclosure of health and travel location).

Scenario 2: If your examinations are cancelled:

- You will need to provide provisional clearance certificate document as deemed by your university/educational institute.
- You will need to clear other elements of the background verification.

For Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

DocuSigned by:
Sarjana
417F7E64AF53432

Signature	Venkateshwara Subramanian Sarjana	09/09/2020
	Name	Date

Deloitte.

Venkateshwara Subramanian Sarjana

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower I, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Associate Analyst – Engagement Financial Advisor** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. ***Pre-existing Agreements or Arrangements.*** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Associate Analyst - Engagement Financial Advisor** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of *Proceedings*.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

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Signatory, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. **Authorization to Access *Systems* and *Electronic Communications* and use of *Deloitte Property*.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (*e.g.*, emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

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possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9 **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10 **Ownership of *Works*.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

[illegible] Employer, which records shall be available to and remain [illegible] property of the Employer [illegible]

Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply [illegible] and agree that I have listed on **Exhibit B** [illegible] acknowledge and agree that I will not assert any ownership rights against [illegible] or their respective clients, with respect to any *Pre-existing Creations* unless [illegible] appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* [illegible] has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty-free, perpetual, fully paid-up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit each *Pre-existing Creation* or *Personal Creation* for any purpose including, but not limited to, client engagements.

Post-*Employment* Restriction re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.

Exceptions to Post-*Employment* Restriction re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. **Post-*Employment* Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. **Notification of Post-*Employment* Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*

Employer is entitled to a temporary restraining order, an injunction or other equitable relief to prevent such breach. I also acknowledge that to the extent permitted by law, a *Defaulting Entity* will be entitled to the payment of the *Defaulting Entity's* reasonable costs and attorney's fees incurred in enforcing its Employment Agreement. I also acknowledge that to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages; Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.

22. **Liquidated Damages; Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in **[HYDERABAD:** Hyderabad, Andhra Pradesh, India] **[MUMBAI**: Mumbai, Maharashtra, India] [**BENGALURU**: Bengaluru, Karnataka, India] [**GURGAON**: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons legal notice from the Employer when that process/summons legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced t

the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity or the remainder of the Employment Agreement.

Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.

29 **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

30 **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

31 **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

32 **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

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I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of **October 19, 2020,** I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits)

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each oth and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Priva Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (i Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterpri Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments creat displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the *Employer* or a *Deloitte Entity* pursuant to my Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form – paper, computer disc, USB drive, software, any other tangible or electronic medium by which information may be stored or accessed, and human memory.

Independence – National Office Independence of Deloitte LLP.

Intellectual Property – works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin, together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*, or (2) may affect my ability to comply with the requirements of this Employment Agreement,

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including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR § 104-4 and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of m *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT C
Proceedin

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE CONSULTING INDIA PRIVATE LIMITED

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

_____
Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client	Specified Kind of Services(s) Permitted

Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms

Signature _____ Name _____ Date _____

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **October 19, 2020**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature _____ Name _____

Deloitte.

Dear **Venkateshwara Subramanian Sarjana**,
On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst - Engagement Financial Advisor** pursuant to the terms and conditions of your offer letter dated **October 19, 2020**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department

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2019-2020.

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we move our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

Jamie

JPMORGAN CHASE & CO.

April 8, 2020

Tejaswini Thota

Dear Tejaswini,

Your Employment by J.P. Morgan

We are pleased to confirm our offer of employment with **J.P. Morgan Services India Private Limited** (the "Company"). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies ("**J.P. Morgan**"). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company you may be transferred or re – assigned to another service or function of the Company or J.P. Morgan in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information on the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan, listed on the Company's intranet, which will be accessible to you upon commencement of your employment with the Company. Please carefully review all applicable policies and guidelines.

Please treat your employment terms with the strictest confidence.

- If you have questions about them, please contact your HR representative.
- For questions on benefits or policies, please contact our accessHR hotline at 000800440[illegible] (India toll-free) or [illegible] (International).
- To accept this offer of employment, please click on the "Accept" button at the bottom of this [illegible]. If you do not accept this employment offer by then, it will be automatically be withdrawn unless [illegible].

... J.P. Morgan. We wish you every success here.

... computer generated communication and does not have a signature.

Employment
Your employment will begin on June 8, 2020.

Probationary Period
Your probation period will be three (3) months. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have successfully completed your probationary period.

Your retirement age is sixty (60) years, subject to satisfactory completion of your probation period and provided that your employment is not terminated.

Title Category
Your Functional Subsidiary Title will be Transaction Processing Specialist of Operations Department.

We may change your position and titles through promotion or our operational requirements.

Working Hours/Place Of Work
Your local management will determine your specific working hours. You may also be required to work different or additional hours to perform your duties, depending on your department's needs.

You will normally work at the Company's offices in Hyderabad, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

Remuneration
Your total fixed pay will be INR 525,000.00 per annum and comprises the following components:

		Rupees p.a.
i)	Basic Salary	157,500.00
ii)	India - Housing Allowance	78,750.00
iii)	India - Special Allowance	237,150.00
iv)	India - Leave Travel Allowance	30,000.00
v)	Comp. contribution to Provident Fund	21,600.00
A.	**Total Fixed Pay**	525,000.00

We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

If, during your employment with J.P. Morgan, you become indebted to the Company or are overpaid any amount for any reason, we are entitled to recover that amount from you. J.P. Morgan may, if it so elects, set off any such sum due to the Company from you against any remuneration and or any incentive compensation due and payable to you, including any final salary payments due to you on the termination of your employment.

Signature: Tejaswini Thota Date: 12-APR-2020

Incentive Compensation
You will be eligible for annual incentive awards under the JPMorgan Chase Performance-Based Incentive Compensation Plan ("**Incentive Plan**"). We award incentives based on a number of factors, including your individual achievement, the results of your business unit and the overall performance of J.P. Morgan. JPMorgan Chase has complete discretion over these awards, which will be subject to applicable taxes, deductions and the JPMorgan Chase Bonus Recoupment Policy. If you receive an award, you will be paid either in cash or in a combination of cash and forfeitable equity, in line with our incentive plan practices. Any equity portion will be subject to the terms and conditions of the award agreement, which will include recovery provisions, non-solicitation and similar covenants. If your employment ends or you give us notice of your resignation before the payment date for Incentive Plan awards, you won't be eligible for any payments.

[illegible] employment any commitment as to an amount or timing of an incentive award must be in writing signed by a Managing Director or [illegible] the Company and a human resources officer at the level of Vice-President or above.

[illegible] on Bonus

We will pay you a one time cash payment of Indian Rupee (INR150,000.00) (less applicable deductions) as a Sign-On Award. We will pay it within a reasonable period after your start date and it won't qualify for pension or other benefits calculations. If you resign or are terminated for any reason other than a job elimination (as determined within J.P. Morgan's discretion), before 12 months you agree to immediately repay us the full amount of this cash payment within thirty (30) days of your resignation or termination.

You agree that the Company may withhold to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave the Company, whether from salary, termination payments or otherwise, to repay this obligation. In addition, the Company will be entitled to any costs and attorney's fees associated with enforcing this repayment obligation.

Notice Period for Termination

During your probationary period, either party may terminate your employment by giving the other party fifteen (15) days written notice or payment in lieu of all or part of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period"). However, J.P. Morgan may, at its sole discretion release you earlier on certain conditions to be determined by the Company at the time of termination or by the Company making a payment in lieu of all or part of the Notice Period.

L[illegible]ve

Annual Leave

Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

- You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.
- You must comply with the Company's "consecutive days leave" policies.
- For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

Please note that detailed policies and information on leave, medical and life insurance, provident and gratuity is available on J.P. Morgan's intranet, which will be accessible to you upon commencement of your employment with the Company.

Medical and Life Insurance Coverage

You may be covered under the Company's Group Mediclaim Insurance Policy and Group Accident Insurance Policy.

Provident Fund & Gratuity

Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and J.P. Morgan internal policies that are in force and amended from time to time.

Employment

Your employment is subject to:

a. your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;

the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment, and

your being legally able to work with the Company. You agree to disclose any employment or contractual post employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that

i you are not in breach of any prior employment contract,

ii you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information, and

iii you are not subject to any other employment or any contractual post employment restraints

iv you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph

Termination

Your employment may be terminated as follows

- By either party giving to the other prior written notice of at least the Notice Period or the Company making a payment in lieu of all or part of the Notice Period
- By the Company at any time without notice or compensation if you
  - are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties,
  - seriously breach the Code of Conduct and any other Company policies,
  - disobey the Company's lawful and reasonable instructions requirements,
  - habitually neglect your duties, or
  - otherwise commit a material breach of your employment terms

During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- suspend you from the performance of any duties or assign you alternative duties,
- exclude you from any premises of the Company or any of the Group companies and or require you to work from another location,
- require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group,
- require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group,
- remove your access to the Company premises and computer systems; or
- require that you return any property belonging to the Company per the Company's policy on "Return of Company Property" provided in this offer letter.

All your duties (whether express or implied) under your employment and this letter – including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information – shall continue throughout the Notice Period and any period that you are on garden leave.

During any Notice Period:

- you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and advise on matters relating to work
- you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or the operations of the J.P. Morgan.

Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the J.P. Morgan policies and code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

Return of Company Property

...knowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains ...sive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of ...ment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or ...and copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been ...prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, ...without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or ...hardware, staff identity cards, card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be ...entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are ...vested in the Company and/or J.P. Morgan.

Post-Employment Restrictions

...the period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

In this paragraph:

- "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
- "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
- "Restricted Client" means any person:
  - who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
  - with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date
  - but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- "Relevant Date" means the date your employment terminates.

You acknowledge and agree:

- that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company and J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages,

without further notice or delay.

- That you shall not assign this offer letter or the rights and or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- In addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

Miscellaneous

- This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted.
  This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.
- If, during your employment with J.P. Morgan, you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.
- The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of J.P. Morgan's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the J.P. Morgan group of companies).

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your Covered Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed Covered Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

If you are a seasonal or short term employee the following requirements will apply:

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my Covered Accounts
2. I understand that the Firm has the right to request account information for any of my Covered Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my Covered Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade

*The term Covered Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing Covered Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at https://www.jpmorganchase.com > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s), and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices; or

applicable laws or regulations.

understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers, and

- it is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: Tejaswini Thota Date: 12-APR-2020

Electronic Signature

- You acknowledge and agree that this offer of employment letter (the "Offer Letter") is being executed electronically and is enforceable.
- You have read and understood the terms of the Offer Letter and have been provided with an opportunity to review and discuss the terms of the Offer Letter with advisors, if you so desire.
- You agree that should any further assurances be required or be desirable, you shall in good faith perform such further actions (including executing a physical copy of the Offer Letter).

Governing Law and Jurisdiction

Your employment shall be governed by and interpreted in accordance with the laws of India. You shall submit to the exclusive jurisdiction of Hyderabad courts in relation to any dispute arising in connection with your employment and this letter.

Signature: Tejaswini Thota Date: 12-APR-2020

DocuSign Envelope ID:

Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/31/2020

Ms. Yegireddy Renuka
Flat No.204, Block No.6, Prajay Apartments, Kompally..
Hyderabad - 500014

Subject: Offer of Employment

Dear Yegireddy Renuka:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.3,00,000/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 12, 2020** or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8.30 pm - 6.00 am in Hyderabad, 9.30 pm - 6.00 am in Mumbai, and 8.00 pm - 6.00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Yegireddy Renuka, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cyothia
81EFA0B6A494426...

Authorized Signatory

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Ms. **Yegireddy Renuka**

Acceptance

loy

I, Yegireddy Renuka, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Renuka
B6DDCF567580415

08/31/2020

Signature

Date

Ms. Yegireddy Renuka

Annexure A

Associate Analyst – Government & Public Services, Finance

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	8,750	1,05,000
House Rent Allowance (HRA)	4,375	52,500
Special Allowance[1a & 1b]	7,000	84,000
Leave Travel Allowance[2]	875	10,500
Meal Card[3]	2,200	26,400
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	**25,000**	**3,00,000**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	**1,737**	**20,854**

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd.

Annexure A

[1] All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below

	[1a] Communication Expenses	[1b] Fuel Expenses
Employee in Level - Associate Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Insurance / Repairs & Maintenance*
	Rs.3,000/- per month	Rs.7,500/- per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.
Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

Deloitte.

Date 08/31/2020

Conditional Hire Clause

Dear Yegireddy Renuka,

As a campus hire, you are required to read and acknowledge to the following clauses as applicable in two scenarios prior to you joining Deloitte USI

Scenario 1: If your examinations are deferred BUT conducted later (owing to COVID-19 related ambiguity):

- You will need to provide regular transcripts and certificates to conduct background verification within six months post your examination
- If your examinations are scheduled to a date later than your onboarding date with Deloitte, you will be allowed to take PTO accrued by you or go on a leave of absence
- Any travel-related costs incurred to attend your examinations will be borne by you
- All travel-related requests for the above will need to be planned and discussed with your manager. You will also need to follow office entry protocols as applicable (including disclosure of health and travel location)

Scenario 2: If your examinations are cancelled:

- You will need to provide provisional clearance certificate/document as deemed by your university/educational institute.
- You will need to clear other elements of the background verification.

For Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

DocuSigned by:
B6DDCF567580415

Signature

Yegireddy Renuka

Name

08/31/2020

Date

Deloitte.

Yegireddy Renuka

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Support Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Associate Analyst – Government & Public Services, Finance** and other valuable consideration, I acknowledge and agree that

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. ***Pre-existing Agreements or Arrangements.*** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Associate Analyst – Government & Public Services, Finance** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of *Proceedings*.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and

confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. **Authorization**. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. **Authorization to Access *Systems* and *Electronic Communications and use of Deloitte Property*.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (*e.g.*, emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media

such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security**. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of *Works*.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above.

For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

c. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. ***Pre-existing Creations; Personal Creations.*** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. **Post-*Employment* Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.

13. **Exceptions to Post-*Employment* Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify

Independence and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations, (b) to serve the public interest, and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. **Post-*Employment* Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. **Notification of Post-*Employment* Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.

22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in **[HYDERABAD:** Hyderabad, Andhra Pradesh, India] **[MUMBAI**: Mumbai, Maharashtra, India] [**BENGALURU**: Bengaluru, Karnataka, India] [**GURGAON**: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any

other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting there for another provision that is legal and enforceable and that achieves the same objective.

28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of October 12, 2020, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature _____ Name _____

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connectio with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloit Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacit

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each ot and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Lim (ii) Deloitte Tax Services India Private Limited (iii) **Deloitte Support Services India Private Limited** Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enter Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments cr displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to me performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE SUPPORT SERVICES INDIA PRIVATE LIMITED

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

Envelope ID: F2DDB84C-F4CC-

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client	Specified Kind of Services(s) Permitted

Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms.

Signature	Name	Date

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Support Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte India (Offices of the US).

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment w therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its client third parties in India or abroad with or without additional compensation. In such an event, you will als governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice on part of the Employer only.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US) mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.

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- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US) other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **October 12, 2020**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

_____ _____

Signature Name

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Deloitte.

Dear Yegireddy Renuka,

On behalf of **Deloitte Support Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst – Government & Public Services, Finance** pursuant to the terms and conditions of your offer letter dated **October 12, 2020**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department

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B. Com (Hons) (2020)

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B.Com Honours

2019-2020

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2020

Mr. Annamdas Prudhvi Raj
1-5-1055/2/33/34/102, Golden Springs Residency, Sai Baba Nagar Colony
Old Alwal, Secunderabad,
Hyderabad - 500010

Subject: Offer of Employment

Dear Annamdas Prudhvi Raj:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 16, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 16, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Annamdas Prudhvi Raj, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory

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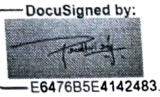
Mr. Annamdas Prudhvi Raj

Acceptance

I, **Annamdas Prudhvi Raj**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

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Signature

11/02/2020

Date

Please read thoroughly and mark the check boxes in ALL highlighted areas to confirm that you've read
request a review of the offer with your recruiter, or decline the offer. Please

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Annexure A

Mr. Annamdas Prudhvi Raj — **Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	**8,750**	**1,05,000**
House Rent Allowance (HRA)	**4,375**	**52,500**
Special Allowance[1a & 1b]	**4,175**	**50,100**
Leave Travel Allowance[2]	**875**	**10,500**
Meal Card[3]	**2,200**	**26,400**
Differential Allowance(L)	**2,825**	**33,900**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**25,000**	**3,00,000**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	**1,870**	**22,440**

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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2019-2020

STATE STREET.

September 22, 2020

PRIVATE AND CONFIDENTIAL

Bussa Sai Nikhil

Dear Bussa Sai Nikhil ,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Global Delivery Accounting, Associate 1, reporting to Shishir Gupta, Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

Signature
Sai Nikhil

STATE STREET

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

Signature
Sai Nikhil

STATE STREET.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

Signature
Sai Nikhil

STATE STREET

Exhibit "A"

Name	Bussa Sai Nikhil	
Designation	Associate 1	
SALARY COMPONENTS	**Monthly**	**Annual**
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**	**300,000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

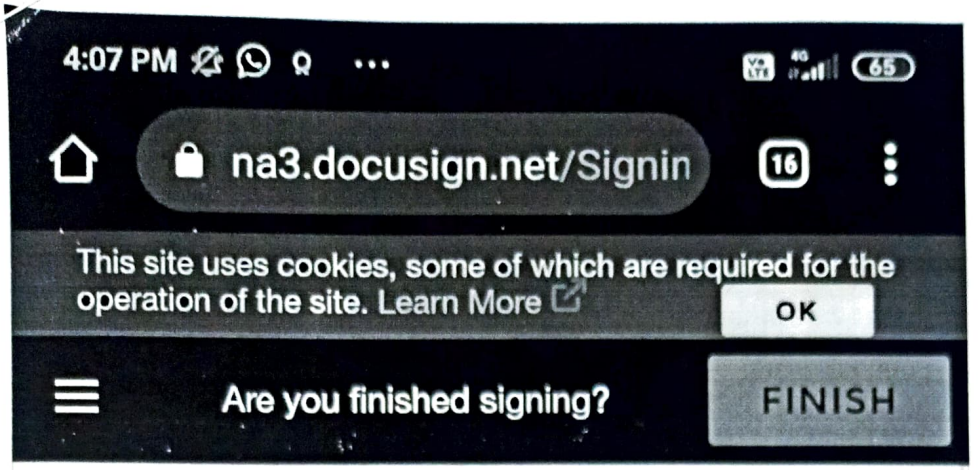
• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

Signature
Sai Nikhil

rmation Classification Confidential



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(2019-2020)

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Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/03/2020

Mr. Dishant Bhojwani
Flat No 107 Smr Instyle Apartments, Opp. Spencer'S Marutinagar Old Bowenpally,
Hyderabad - 500011

Subject: Offer of Employment

Dear Dishant Bhojwani:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 11, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

gards

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000** - and will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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OK
Are you finished signing?
FINISH

subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 11, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Dishant Bhojwani, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
[illegible]

Authorized Signatory

B. Com (Hons)
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2019-2020

amazon

18 November 2020

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Devathoti Teja
Address: H-No-7-920/486p, Subhash Nagar, I.D.A Jeedimetla, Hyderabad, 500055

This letter is to confirm that **Devathoti Teja** is currently employed at Amazon Development Centre (India) Private Limited.

Devathoti Teja is employed as a **Tron Associate** and commenced employment with Amazon on **19 October 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

ABasu

Arijit Basu
Sr. Manager, HR Operations – HR Services

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India
Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

regalix

Date: 29th October 2020

Kand Chitti Hanumath Kranti Prasad
Email: chkprasad44@gmail.com
Phone: 9618761648

Dear Chitti Hanumath Kranti Prasad,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant'**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: **'Associate Consultant'**
Cost to Company	: **INR 3,00,000/- per annum (Rupees Three Lakh Only)**
Proposed Compensation Break Up	: **As Detailed in Annexure II**
Shift Timings	: **US (6:00PM – 3:00AM)**

You will be eligible for an increment in your annual CTC by INR 50,000 (Rupees Fifty Thousand Only) post successful completion of six months of probation period from the date of your joining.

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport, along with the Night Shift Allowance (NSA) of INR 3,000 (Rupees Three Thousand Only) if you work in a shift between 5:00pm to 5:00am. The same will be processed basis the number of working days with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad India.** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **2nd November 2020,** failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period:

Subject to the provisions contained in this offer, your services may be terminated by either party on giving '**two months**' notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

In the first instance, during period the period of Probation, the termination of service may be made by either of the parties without giving any reason by giving one month notice or on payment of a sum equivalent to one month pay in lieu of notice.

Post confirmation of employment the termination of services may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two month's salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would been basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance policy.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to

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perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company.

You will abide by 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 in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation

agreement, etc.) Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **30th October 2020;** failing which the offer shall stand withdrawn.

Chitti Hanumath Kranti Prasad, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Regalix India Private Ltd

Regalix INDIA PVT. LTD. Bengaluru 560 001

Shanta Sarkar

Shanta Sarkar

Associate Director – Human Resources

I **Chitti Hanumath Kranti Prasad,** agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **2nd November 2020.**

Signed: _____

Date: _____

Enclosed:

1. Details of Required Documents: Annexure I
2. Salary Break-up: Annexure II

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Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Aadhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

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Annexure II – Salary Break up

Salary Break Up Sheet

Total CTC: Rs. 3,00,000

Particulars	Annual	Per Month
Salary		
Basic Salary	Rs. 1,20,000	Rs. 10,000
House Rent Allowance	Rs. 48,000	Rs. 4,000
Special Allowance	Rs. 1,04,628	Rs. 8,719
Gross Salary (Before Deductions)	**Rs. 2,72,628**	**Rs. 22,719**
Employer Benefits (Part of CTC)		
PF Contribution Employer	Rs. 21,600	Rs. 1,800
Gratuity *	Rs. 5,772	Rs. 481
Deductions		
PF Contribution Employee	Rs. 21,600	Rs. 1,800
Profession Tax	Rs. 2,400	Rs. 200
Income tax *		
Gross Pay	**Rs. 2,72,628**	**Rs. 22,719**
Net Pay (Take Home)	**Rs. 2,48,628**	**Rs. 20,719**
CTC	**Rs. 3,00,000**	**Rs. 25,000**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions

* Variable is paid quarterly basis your performance.

* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum

* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.

* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

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Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/15/2020

Mr. Masireddy Sandeep Reddy
H.No-6-77,Bondugula (Village),
Rajapet (Mandal), Yadadri-Bhvanagiri (District), Medchal Malkajgiri,
Hyderabad - 508116

Subject: Offer of Employment

Dear Masireddy Sandeep Reddy:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 30, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 30, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Masireddy Sandeep Reddy, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory

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Mr. Masireddy Sandeep Reddy

Acceptance

I, **Masireddy Sandeep Reddy**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Sandeep
AAF56CEC0C6F488...

Signature

11/16/2020

Date

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B.Com Honours

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Legato
An Anthem Company
Health Technologies

18-November-2020

Mohammad avez akthar
Hyderabad

Reg: Offer of employment

Dear Mohammad,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **30-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Mohammad avez akthar
Date:

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Sunstone Education Technology Pvt.Ltd

Offer Letter for Sunstone Direct Placement Program

Date: 23rd October, 2020

Rohith Reddy,

We are pleased to offer you a position to train with Sunstone Direct Placement Program. This offer is subsequent to the aptitude test and personal interview you had with us.

You will be required to attend the sessions of the program online from your place of stay. During the duration of the program, you will be given extensive exposure to various modules which will help you perform to your potential in your professional career. The modules will cover areas of marketing, operations, analytics, finance, communication, software skills and others based on skills considered important by our corporate partners.

On successful completion of the training program, you will start your full-time posting with one of our corporate partners based on mutual interest, subject to meeting qualification criteria laid down by our partners.

The offer is subject to you executing the training agreement.

Terms & Conditions:

- The programme duration is up to 6 months
- Once you start your full-time posting, you need to pay an amount equivalent to 2 months of your salary for the training. This amount can be paid in lump-sum or in zero-interest instalments over a period ranging up to 12 months based on your preference
- You are required to pay for the training if you start a job within one year of your joining date for Sunstone Direct Placement Program

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B.Com Honours

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Date: 14-Dec-2020
Name: Md Ameer
Address: Hyderabad.

Dear Md Ameer,

Sub: Apprentice Supplemental Letter

This Apprentice Supplemental Letter (**"Letter"**) is to be read in conjunction with the Apprentice Contract Registration Form signed by you on **14-Dec-2020** with regard to your enrolment as Apprentice in Genpact India Private Limited (hereinafter the "Company").
This letter sets out the terms and conditions of the apprenticeship training with the Company. It is supplemental to the contract referred herein above, under Section 4 of the Apprentices Act, 1961 (hereinafter referred to as the **"Act"**) and the Apprenticeship Rules, 1991 (hereinafter referred to as the (**"Rules"**); as amended from time to time) (**"Apprentices Contract"**).
While enrolled with the Company as apprentice:

- You will abide by the policies including but not limited to Integrity@Genpact India Pvt. Ltd., code of conduct, rules and regulations of the Company in all matters of conduct and discipline; The policies, as they presently stand and as may be modified or framed from time to time, shall form an integral part of this engagement
- You have received and read the Company's Information Security Policy and agree to comply with the terms and procedures mentioned therein.
- You acknowledge following the procedures laid down by the Company for raising concerns on policy violations.
- You will not be permitted to undertake any other full time or part time apprentice engagement or engage in any external activities of a commercial nature without prior written approval;
- Absence for a continuous period of eight (8) days without prior approval of your supervisor (including overstay of leave/training), would be treated as abandonment of apprenticeship training. The Company reserves the right to terminate the Apprentices Contract as per the laid down rules and procedures.
- If in the event, you want to discontinue the apprenticeship training which you are enrolled for, you are required to give one (1) month's prior notice to the Company in a written form in addition to complying with the Rules for termination of the Apprentices Contract.

- Except in the ordinary course of your training you shall not divulge to any third party/unauthorised person any information regarding the affairs or business matters of the Company (including its clients) or information of its clients, associated companies and not to divulge or disclose at any time Confidential Information[1] received as an apprentice during or after your enrolment. All information that comes to your knowledge by reasons of your enrolment with the Company as apprentice is deemed to be confidential and any breach thereof, shall be deemed to be a violation of Company policies and shall be dealt accordingly.
- You accept and agree not to disclose and hereby assign to the Company for its exclusive ownership, on a royalty-free, worldwide, perpetual basis all my rights, title and interest including Intellectual Property Rights[2] arising in any work developed or conceived by me solely or jointly with others, in any medium or format now known or later developed during the period and in the course of my enrolment as apprentice (1) that are along the lines of the businesses, work or investigations of the Company or its affiliates or its customers, to which my engagement relates or as to which I may receive or have access to information due to my engagement, or (2) that result from, are correlated to or are suggested by any training undertaken or any job done during the course of the training which I may do for the Company or its customers, or (3) that are otherwise made through the use of Company time, facilities, tools, processes, information or materials.
- You hereby agree to execute all necessary papers and otherwise provide proper assistance (at the Company's expense) during and subsequent to your enrolment, to enable the Company to obtain for itself or its affiliates and nominees, patents, copyrights, trade- marks, domain names or other legal protection or recognition for such Intellectual Property in any and all countries. You agree to waive all moral rights to which you may be entitled under the law or any relevant jurisdiction for the Intellectual Property.

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[1] The Company generally considers "secret" and "confidential" information or data relating to the business, products, affairs and finances of the Company which is non-public, confidential, sensitive, is disclosed under circumstances that one would reasonably expect it to be confidential and/or proprietary in nature, regardless of whether such information or data is in (i) oral, written, machine readable, recorded, or maintained on other forms of electronic media or (ii) marked as such or (iii) owned, maintained and controlled by the Company or by any client, customer or third party towards whom the Company has an obligation of confidentiality. It includes information which amounts to a trade secret (including but not limited to processes, policies, methods, technical data and know-how), Intellectual Property etc. relating to the business of the Company or any of its clients, customers, suppliers or any group or affiliate companies.

[2] "Intellectual Property Rights" means all right, title and interest to intellectual and industrial property rights recognized in any jurisdiction including any inventions, technical or business innovations, business methods or processes, (whether or not patentable), copyrights, neighbouring rights, mask work rights, moral rights, trademarks, trade names, service marks, domain names, industrial designs, trade secrets including any processes, techniques, technology, algorithms, software, know-how, methodology, toolkit, tools, module, manual, documentation, data or database and including any enhancement, improvement, modification, adaptation or derivative work thereof, whether registered or unregistered (including applications for, and registrations, extensions, renewals, and re-issuances of, the foregoing).

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- You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
- You confirm that you have disclosed fully all of your business interests to the Company, filled and submitted the Company's standard disclosure form, whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives.
- You undertake to refrain from any other activities which would present a conflict of interest with your training for and on behalf of the Company. You should make a full disclosure of any outside engagement/employment or business activities to your supervisor before commencing any such activity.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.
- You agree and hereby provide your consent to process including collecting, recording, storing, utilizing, sharing or transferring any Personal Identifiable Information (defined as information associated with your name or personal identity including your date of birth, address/e-mail address, telephone number, unique government issued number, passport details, driving license number) and any Sensitive Personal Data or Information (namely, password, financial information such as bank account, physical, physiological and mental health condition, sexual orientation, medical records and history, biometric information) which may be in the possession of the Company or obtained in future. Such information shall be processed by the Company strictly on a need to know basis and retained till required for business purposes including statutory requirements pertaining to compensation and benefits, and can be transferred, on a business need to Company's subsidiary / affiliated companies, business partners, consultants and its customers (where specifically requested) with obligations to maintain similar level of protection. You will have full rights to access and review your data, update it and the right to withdraw this consent, if necessary.
- Your records and information will be kept secure and handled strictly in accordance with the Company's Data Classification Guidelines and Data Privacy Policy.

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- The working hours, leave and holidays applicable to you will be as per the policies of the Company (and particular training) which would be intimated to you from time to time
- You acknowledge that in the event of any misconduct or violation of the applicable policies, the Company can in its sole discretion, suspend the Apprentices Contract and your enrolment for the period the matter is referred to the authorities under the Act and the Rules.
- You shall not represent the Company before any other party and shall not bind the Company in any manner during your enrolment with the Company as apprentice. Pursuant to expiration or earlier termination of the Apprentices Contract, you agree not to represent yourself as having any connection with the Company, save as a former apprentice for the purpose of communicating with prospective employers or complying with any applicable statutory requirements.
- Upon expiration or earlier termination of the Apprentices Contract, for any reason whatsoever, or if so requested by the Company earlier, you will immediately return any and all property of the Company (including Confidential Information, as defined herein) which may be in your possession, custody or control.

FOR Genpact India Private Limited

Anamita Basu

Name: Anamita Basu
Designation: **Assistant Vice President.**

Acknowledged and agreed,

Md Ameer.
Name: _____

Address: Hyderabad.

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Date: **Dec 14th, 2020**
Dear Md Ameer,

Sub: Letter of Intent

Congratulations! You have been selected for the Apprenticeship training with Genpact India Pvt. Ltd.
The process of joining as Apprentice involves registration on the Govt. portal, followed by release of Contract letter of Apprenticeship Training and subsequently acceptance of the contract from the candidate.
The process shared above may take 1 - 2 weeks to get completed after which your training with Genpact will start. During this period, representative from Genpact hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.
We would also like to inform you that as part of your engagement with Genpact as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the non-statutory benefits, details of which will be communicated separately at the time of joining, which are offered to employees at Genpact.

Monthly Stipend: 16,400/-
We thank you for showing interest in the position of Apprentice at Genpact and look forward to an early joining.

For Genpact India Pvt. Ltd.

Name: **Rajiv Khatri**
Designation: **Assistant Vice President.**

Candidate Signature

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2019-2020

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

[illegible]

11/03/2020

Mr. Kiran Sagar Ommi
Plot No. 43, Spring Fields Colony,
Jeedimetla (V), Secunderabad,
Secunderabad - 500067

Subject: Offer of Employment

Dear **Kiran Sagar Ommi**

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Audit Assistant - AERS** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 23, 2020**. **Your employment shall be for a fixed term of 18 Weeks and will end on April 02, 2021, unless extended or terminated earlier either by you or by the Employer in accordance with the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement and the terms and conditions of service**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your compensation, you will receive a Total Monthly Salary of Rs **25,000**/- during the fixed term of your employment. You will be eligible for a Term End payout bonus of Rs **10,000**/- on completion of the fixed term of your employment. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer as pertaining to Term Bound Hires.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Reply
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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 23, 2020**. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Kiran Sagar Ommi, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.
Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E

Authorized Signatory

2019-2020

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number (CIN): U64202DL1996PTC076951
Registered Office
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi - 110001
Tel: +91-11-43083550, Fax: +91-11-43083550

March 30, 2020

Kaushik Kumar
India

Dear Kaushik,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than two decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Accounting Processor, III, reporting to Hanmandas Bajaj, Senior Manager, Global Accounting Operation Center, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 29,200 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Annual Review Process
You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

Benefits Program
We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

Place of Work
You will report into Qualcomm's Hyderabad office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is

given to ensure that you are complaint with the best practices followed by Qualcomm on a worldwide basis.

Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes

Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period

You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).

During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu of notice if it has reasonable grounds, including deficiency in performance, misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement or any applicable laws. You shall return to Qualcomm all company property in your possession upon the cessation of employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you based on the information/representations made by you in your resume, application and/or the personal information sheet (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.) and that this offer, and your employment with Qualcomm is contingent on such information being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any information provided in your resume, application and/or personal information sheet is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Invention Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not an will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidenti

Qualcomm

QUALCOMM India Private Limited
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Tel.+91-11-43083550, Fax: +91-11-43083550

information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.

Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations
In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that you employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law
This offer and the employment agreement resulting from it's acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety
This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:
This offer of employment will remain valid until April 30, 2020. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
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- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Shailesh Kumar at kumarsha@qti.qualcomm.com and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Shailesh Kumar at +91-98-6642-2634.

Congratulations and welcome to Qualcomm!

Sincerely,
Qualcomm India Private Limited

Shailesh Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: _____

PRINT NAME: _____

DATE: _____

Qualcomm

QUALCOMM India Private Limited
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Tel:+91-11-43083550, Fax: +91-11-43083550

PROPOSED START DATE: _____

Annexure to the Appointment Letter

Name:	Kaushik Kumar
Designation:	Accounting Processor, III
Location:	Hyderabad
Gross Pay (annually):	INR 350,400
Gross Pay (monthly):	INR 29,200

Gross Pay Components		Per Annum Rs.		Per Month Rs.	
Basic Pay		INR	140,160	INR	11,680
House Rent Allowance		INR	56,064	INR	4,672
Flexible Benefit Plan		INR	154,176	INR	12,848
Leave Travel Allowance		INR	14,016	INR	1,168
Special Allowance		INR	140,160	INR	11,680
Gross Pay Sub-totals		**INR**	**350,400**	**INR**	**29,200**

"Note: After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year."

Retirals					
Employer Contribution to Provident Fund	12% of Basic Pay	INR	16,819	INR	1,402
Gratuity	4.81% of Basic Pay	INR	6,742	INR	562
Retirals Sub-Totals		**INR**	**23,561**	**INR**	**1,963**
Cost to Company (Gross Pay + Retirals)		**INR**	**373,961**	**INR**	**31,163**
Company Paid Standard Benefits					
Mediclaim		INR	31,000		
Personal Accident Insurance		INR	1,550		
Group Term Life Insurance		INR	2,700		
Total CTC (Gross Pay + Retirals + Co.Pd Std Benefits)		**INR**	**409,211**		
New Hire Restricted Stock Unit Value		USD	$ 1,500		

Qualcomm

March 30, 2020

Kaushik Kumar
Plot No. 278, Venus Enclave Balaji
Hyderabad, Telangana 500056
India

Dear Kaushik,

Congratulations on receiving an offer of employment from our subsidiary, QUALCOMM India Private Limited. As the parent company of your employer, we at Qualcomm Incorporated ("Qualcomm" or the "Company") will offer you the opportunity to accept a grant of restricted stock units (RSUs) equal to **USD 1,500.00**, subject to obtaining necessary approval required under the Company's 2016 Long Term Incentive Plan ("LTIP"). The number of RSUs to be granted will be determined by dividing USD 1,500.00 by the fair market value (as defined by the LTIP) of Qualcomm common stock on the Company's next quarterly grant date (February 20, May 20, Aug 20 or Nov 20) following the month of your start date, rounded up to the nearest whole share. The grant of these RSUs will be subject to all of the terms and conditions of the LTIP and a Grant Notice and Award Agreement approved by the Company's Compensation Committee with one-third of the RSU vesting after one year and semi-annual vesting thereafter until fully vested in three years.

Please be aware that the Company reserves the absolute right in its sole discretion to suspend, modify, cancel or terminate the LTIP at any time without compensation to you or any other of the participating employees. Your participation in the LTIP is entirely voluntary and the benefits that are afforded under the LTIP do not form an employment contract with the Company or its subsidiaries. The RSUs are not part of your salary or other remuneration for any purposes, including for purposes of computing payment during any applicable notice period, payment in lieu of notice, severance pay, other termination compensation or indemnity (if any) or any similar payments. You remain responsible for complying with any applicable legal requirements in connection with your participation in the LTIP and for any taxes arising as a result of the RSU grant, including without limitation, the vesting of your RSUs, the subsequent sale of your shares and the receipt of any dividends or dividend equivalents (regardless of any employer tax withholding and/or reporting obligations). Further, we recommend that you seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSU grants that may be made to you.

This letter and any RSU grant made to you shall be governed under U.S. federal and California state law (but not including the choice of law rules thereof). The federal and/or state courts of the State of California, County of San Diego, shall have exclusive jurisdiction to adjudicate any dispute arising out of this letter or any RSU grant made to you. Please note that the Company can grant the RSUs to you, in its sole discretion, only if and as long as it is permitted and feasible under the laws of your country and the

U.S. If local or U.S. laws make the grant of the RSUs illegal or impractical, the Company will inform you as soon as possible.

You agree to execute any necessary or appropriate additional agreements, documents or instruments in connection with any RSU grant under the LTIP which is required in order to participate in any equity compensation plan offered by the Company.

Should you have any questions with respect to the content of this letter, please do not hesitate to contact Stock Administration at stockgrants@qualcomm.com.

Once again, congratulations on your offer to join the Qualcomm family!

Sincerely,

Qualcomm Incorporated

B. McC

By: _____

Bill McClelland
SVP, Human Resources



Kaushik Kumar

I hereby accept the offer Letter
Date: April 06,2020

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Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana 500032

Tel: +91 040 67621000
www.deloitte.com

11/04/2020

Mr. Vishnu Srirangarajan
Plot No 125, A P Text Book Colony, Near Gunrock Enclave High School,
Secunderabad - 500009

Subject: Offer of Employment

Dear Vishnu Srirangarajan:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 11, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 11, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Vishnu Srirangarajan, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cyrithia
81EFA0B6A494426...

Authorized Signatory

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Sumit Swain
H.no 33-71/26, Sri Venkateshwara Officers colony,, R K puram, Secunderabad
Hyderabad
500056
IN

Dear Sumit,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Oct-2020**.

2. Probation

You shall be on probation for a perlod of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. **Duties**

3.1 You will be employed in the position of **Tron Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. **Hours of Work**

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

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5. **Place of Work**

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. **Remuneration**

6.1 Your Annual Base Pay will be Rs.**250,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. **Provident Fund**

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. **Leave**

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Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. **Confidential Information and Confidentiality Obligations**

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company,

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or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or

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otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such

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assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in

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India, the United States and in every other country and jurisdiction throughout the world.

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon and any processes and designs therein, and all rights to enjoy the same; and

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

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10.5 No Grant of Rights

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

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During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

14. **Termination of Employment**

14.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India;

14.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is

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termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. **Gratuity**

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

16. **Employee Benefits**

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

17. **New Hire Background Investigation**

17.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

17.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

17.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

17.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 12 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

18. ***Foreign Nationals***

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18.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

18.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

19. **Representations and Warranties**

You hereby represent and warrant to the Company that:

19.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

19.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

19.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party (including a former employer);

19.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

19.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

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19.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

20. Other Particulars

20.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter

20.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

21. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

22. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

23. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

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24. **Assignment**

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

25. **Employer – Employee Relationship**

The relationship between the Company and you hereunder shall be solely that of an employer and employee and and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

26. **Liability for Breach**

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

27. **Authorization to Notify New Employer**

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

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28. **Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India, and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

29. **Agreement/Modifications**

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

30. **Headings**

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

31. **Survival**

Your obligations under Sections 9, 10, 12, 14, 22, 23, 24, 26, 27, 28 and this Section 31 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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amazon | Development Centre India

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

for and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by M V RAVI KUMAR
Date: 2020.10.06 16:11:55 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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Legato

26-Nov-2020

Thumkunta Omprakash Goud
Hyderabad

Reg: Offer of employment

Dear Thumkunta,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230,000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A

This offer is contingent upon (i) your acceptance of the same within 3 business days, (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **01-Dec-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Thumkunta Omprakash Goud
Date:

Legato

Annexure – A

Associate Name: Thumkunta Omprakash Goud		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186,000	15,500
HRA	15,143	1,262
LTA	--	--
Special Allowance	--	--
Gross Salary	**201,143**	**16,762**
Employer's contribution to PF	22,320	1,860
ESI	6537	545
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	**230,000**	**19,167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Thumkunta Omprakash Goud
Date:

Legato

21-Oct-2020

Nithin Bandi
Hyderabad

Reg. Offer of employment

Dear Nithin

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR 230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days, (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **27-October-2020** and at all times thereafter, (iii) the successful verification of your background information, and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Nithin Bandi
Date:

Legato

Annexure – A

Associate Name: Nithin Bandi

Designation: Associate - Claims

Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Nithin Bandi
Date:

Thirupathi Guntipalli

44726

Hyderabad

Subject: Letter of Appointment

Ref: Offer Letter executed between Inventurus Knowledge Solutions Private Limited (the "Company"/IKS Health") and yourself

Dear Thirupathi,

In accordance and subject to the terms and conditions of the Offer Letter executed between you and the Company as if the same are reproduced herein and incorporated by reference, we are pleased to appoint you as **Revenue Cycle Officer_AR** in Grade **11** with effect from **October 20, 2020** (the "Effective Date").

You will be on probation for a period of six (6) months from the Effective Date. Subject to your satisfactory performance, the Company may confirm your appointment or extend your probation at its sole discretion.

Your employment with the Company is based upon the information furnished by you in your employment application and all further declarations and undertakings. In the event, if any information and/or declaration is found out to be false, incorrect, misleading or fabricated, the same will lead to termination of your employment with the Company with immediate effect without notice.

The terms and conditions of your employment shall be subject to due observance and compliance with all policies, rules, regulatio and procedures of the Company, which the Company may from time to time separately frame or amend in its sole discretion.

Please sign this letter in duplicate and kindly return to us one signed original.

Your failure thereafter to join the Company shall be considered as your withdrawal from the acceptance of the offer and the Com shall be entitled to take appropriate action against you including but not limited to replacement of your candidature.

We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS PVT LTD.

Approved and Released by

The Talent Engagement Team*

For Inventurus Knowledge Solutions Private Limited

(*This is an electronically generated document and hence not signed)

I accept the above offer on the terms indicated.

Signature _____ Date _____

B.Com (Honors). 2020

111717014058
B.Com Honours
2019-2020

STATE STREET



September 24, 2020

PRIVATE AND CONFIDENTIAL

Pindi Satya Sri Lakshmi
Dear Pindi Satya Sri Lakshmi,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Fund Accounting & Administration , Associate 1, reporting to Lalit Kumar Bhandari, Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not

commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

STATE STREET

Chiranjeevi Koppula
Global Mobility, MD
Date: September 24, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature pindi satya sri lakshmi
Name: Pindi Satya Sri Lakshmi
Date:24/09/2020

Exhibit "A"

Name	**Pindi Satya Sri Lakshmi**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**		**300,000**	

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

ADP Private Limited
Registered office: 2-91/14/3-5/C, Laxmi Cyber City, Block C, Kondapur, Serilingampally, Hyderabad, Telangana 500084, Phone : +91 406757 0000
adp.com

Always Designing for People™

B.Com (Pass)
2020
111717017002

14 October, 2020

Ms. Dhamini Mallepoola,
#7-17-121,
Gunrock, Trimulgherry,
Hyderabad 500015.

Dear Dhamini,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Process Associate
Grade:	G1 L1
Date of Joining:	On or Before 23 November, 2020
Compensation:	Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be at **Hyderabad**. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

DCP

Resolute B2B
DELIVERING MARKETING NEEDS

Date: 8/1/2020

LETTER OF INTENT

1117170170004
B.Com adv & Fab.
2019-2020.

Congratulations!!

Welcome to Resolute B2B. Kowtham P Lakshya Shanmuga we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 24th Jan 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!
Wishing you best of luck.

HR

Deborah

Candidate

Contact No.
8121631602



21-Jan-2021

C4520363

Sirisha Pathri
H.no : 1-22-35 ,venkatapuram,alwal ,Secunderabad 500015
Management Level - 13
Sublevel - 3

Job Profile - Bus Process Delivery New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **Sirisha,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Center, **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 185600** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Sirisha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **thakur.bhuneshwari** at **8374002502** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 160000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 160000	**INR 185600**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 160000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Resolute B2B
DELIVERING MARKETING NEEDS

DCP

Date: 2/1/2020

LETTER OF INTENT

111717017012
B.Com adv & Sales
2019-2020.

Congratulations!!

Welcome to Resolute B2B. Patnala Bhavana., we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 24th Jan' 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Contact No.
8121631602

Candidate

B. Com (Advertising) (2000)

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Deloitte Offer
1 message

111717017017

Rajkumar Arkatala <arkrajkumar2323@gmail.com>
To: loyolaplacements@gmail.com

Tue, Nov 10, 2020 at 11:52 AM

2019-2020,
B.Com Adv.

Arkatala Rajkumar 111717017017
Deloitte offer letter.

---------- Forwarded message ---------
From: **Deloitte (Offices of US) via DocuSign** <dse_NA3@docusign.net>
Date: Wed, Aug 5, 2020, 12:46 PM
Subject: Deloitte Offer
To: Arkatala Rajkumar <arkrajkumar2323@gmail.com>

Deloitte. MAKING AN IMPACT THAT MATTERS Since 1845

Deloitte (Offices of US)

Congratulations!

Everyone you have interviewed with joins me in congratulating and welcoming you into the Deloitte US India family.

We are pleased to extend the Employment Offer to you.

Please formally accept / decline this offer within 3 days (three days). Our offer will be valid through this date, after which period it shall lapse automatically.

This offer and your employment with Deloitte US firms in India are conditional and subject to the successful completion of your current graduation/ post-graduation program and the submission of your mark sheets and passing certificate on/ before your date of joining.

We hope you'll choose to be part of this exciting opportunity and we are thrilled to have you as a part of our team.

Also, attached is the Deloitte (Offices of the US) benefits program overview.

http://talent.force.com/event/USI_Benefits_Overview

Note:
*Please expect to receive a separate email with your password to access, review and e-sign the offer.
*This is a send-only email address. Please do not reply to this email.
*Should you have any questions, please contact your Deloitte recruiter.
*It is mandatory to e-sign the offer letter as a confirmation of your acceptance.

View Deloitte Offer

Regards
Deloitte (Offices of US)

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New York, NY 10112-0015
United States



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ICICI PRUDENTIAL LIFE INSURANCE

Bobby Gajre

Employee No. :5077128

Blood Group :A+

Emergency Contact No :8639956394



Issuing Authority

B.Com Adv and
2019 - 2020

Resolute B2B
DELIVERING MARKETING NEEDS

DCP

: 8/1/2020

LETTER OF INTENT

111717017025
2019-2020.
B.Com adv & Sales.

Congratulations!!

Welcome to Resolute B2B. K. Murali Dinesh, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May' 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Contact No.
8121631602

Candidate

RESOLUTE B2B LLP
Module No.302, 3rd Floor, EMD Business Park, NSIC, Kamalanagar, ECIL, Hyderabad – 500062, Telangana, India.

agshealth

www.agshealth.com

LUIDen-202001762

December 01,2020

Dear Kuaveen Gouri,

Thank you for your expression of interest in exploring a career in AGS Health Private Limited.

Based on the preliminary assessments and discussions, we are pleased to issue this Letter of Intent (LOI) expressing our interest to offer you the position of **Trainee Process Associate** at Atlas Health Private Limited, subject to successful completion of our training programme and clearing of all assessments.

This LOI only confirms your eligibility to attend to our business training programs scheduled to be held at our office premises. You will be required to undergo training for a period of 4 business days as may be communicated to you and also required to comply with our policies, procedures, guidelines and prescribed mandates for attending such training programs which is a valid consideration for binding yourself with all terms and conditions as may be applicable. During the training period, you are expected to comply with the training guidelines shared with you and your performance will be continuously monitored. We expect your complete dedication to our business training program and must successfully complete the same as per the training guidelines that will be shared with you on the first day of your training programme.

Upon successful completion of such training, and subject to complying with any other selection criteria, you shall be considered for employment in our company. If you are selected, you would be provided with an Offer Letter and employment agreement along with the Terms and Conditions of Employment. Your offer and subsequent employment will be subject to satisfactory completion of background verification and other joining requirements as followed by the Company.

In the event of any misconduct during the course of your training or failure to complete the assessments as mentioned in the training guidelines, the company reserves the right to remove you from the training programme. You will not be eligible for any compensation during the training programme.

Please note that you will not be reimbursed as an employee during the training period and hence all statutory benefits like ESI, PF etc. will not apply during such training period.

Sincerely,

Jothish Gopinathan
Associate Director - Talent Acquisition

Acceptance of Invite:
I accept the terms and conditions of this Letter of Intent and agree to be legally bound by the same.

Signature:

Date: 4/1/21

Atlas Health Private Limited, 4 Canal Bank Road, Chennai 600 112, India
P: +91 44 4510 4500 | F: +91 44 4510 4521

XPRESSBEES
delivering happiness



Name :.....

Emp. Code :190192

DOJ :06/11/2020

Location :.....

ASPINO HR Services Pvt Ltd.
The Complete Recruitment Service.

Designation:.....

Mobile No. :.....

INSTRUCTIONS

- Entry Without Card is strictly prohibited
- This Card must be display by the holder when he/she on duty
- This card is the property of the company & it should be return at the time of leaving the service.
- Misc use of this card is serious offence.
- Incase of loss the card must be reported to the HR dept. Immediately
- Replacement of Card will be charged

If this card is found, Please return to:

Aspino HR Services Pvt Ltd.
Corporate Office:
3281, 12th Main, HAL 2nd Stage, Bangalore - 560008
+91 8043943259

Authorised Signature

B-Com (Inst.)

1117170017036

[24]7.ai

Offer Id : **43155**

Sarkonda Nikhil
H No 144 Doveton bazar,bollarum



Letter of Engagement

Dear **Sarkonda Nikhil**

We are pleased to engage you as **Digital Interaction Advisor** at 24/7 Customer Pvt. Ltd., NSL-SEZ (HYD), Plot No. 6, Survey No. 1, 6th floor, IDA Uppal, Hyderabad, with effect from **28-Aug-2020.** Your contract will terminate on **31-Dec-2020** and during its currency will be subject to the following terms and conditions:

1. **Accountability:**

You will report to the **Assistant Program Manager.**

2. **Working Hours:**

You will be required to work eight hours a day (excluding breaks) and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed fromtime to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. **Remuneration:**

Your cost to the company (CTC) will be as per Annexure I enclosed. Youwill be eligible for two days of paid leave per month of service. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued after Foundation Level Training (FLT) on account of your inability to pass the same, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

4. **Duties:**

You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you.

5. **Address:**

You will keep us informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deem to have been served on you.



09-Feb-2021

C4520881

SRIKANTH Sura
1-6-431/1, Sri Ganesh enclave line no-6, old alwal ,medchal 500010
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear **SRIKANTH,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad, India as per the below terms and conditions:**

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority over-riding its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

BCom (Professionals) 2020

Gmail

Loyola Academy <loyolaplacements@gmail.com>

111717014041

2019-2020

Fwd: Legato Offer letter

1 message

Kalyan Sura <kalyansura28918@gmail.com>
To: loyolaplacements@gmail.com

Sat, Dec 5, 2020 at 12:33 PM

---------- Forwarded message ---------
From: **Kalyan Sura** <kalyansura28918@gmail.com>
Date: Thu, Dec 3, 2020, 8:50 PM
Subject: Re: Legato Offer letter
To: Offers.India <OffersIndia@anthem.com>

Thank you for the offer letter of Associate - claims at Legato Health Technologies LLP . Iam delighted to accept the offer , And Iam looking forward to join the team on date

On Thu, Dec 3, 2020, 8:03 PM Offers.India <OffersIndia@anthem.com> wrote:



Dear Kalyan,

Congratulations on being appointed at Legato Health Technologies LLP!

Please take the time to carefully read the offer letter. We need you to confirm by email your acceptance of this offer. We will communicate and collect the necessary set of documents soon. If you have any questions in relation to this email or the offer, please reply on the same email.

Due to current covid issues before on boarding we will check on the laptop delivery status for your current location and in case of 'non deliverable' status will move the date of joining depending on the soonest possible date our team can deliver laptop to you.

Once again congratulations on your selection - we are looking forward to your contribution, skills and the experience you will bring to Legato.

Disclaimer: Company Confidential | For Internal Use Only

www.legatohealth.com @Legato Health Technologies Legato Health Technologies Legato Health Technologies

Legato

Warm Regards,

TA Team

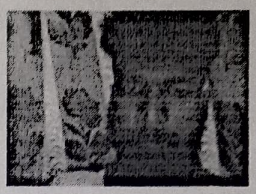
CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information or may otherwise be protected by law. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message and any attachment thereto.

[24]7.ai

B. Com (Prof)
1117170170472

Offer Id : **42686**

VAMSHI G KRISHNA
2-50 BALREDDY COMPLEX RISALA BAZAR ALWAL



Dear **VAMSHI G KRISHNA**,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Digital Interaction Advisor** in 24/7 Customer Private Limited commencing from the Date **14-Aug-2020**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **14-Aug-2020** at **2:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the sessionto complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:

   - Six passport size color photographs (important) with white background (Formal Attire)
   - Date of Birth proof certificate (Original and Photocopy)
   - Latest Mark sheet/ Education certificates (Original and Photocopy)
   - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **13-Aug-2020** and if you do not join the Company on **14-Aug-2020** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

ICICI PRUDENTIAL
LIFE INSURANCE

Vineeth Kumar

Employee No. : 5076252

Blood Group : AB+

Emergency Contact No : 9121420073



Issuing Authority

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Deloitte.

Deloitte Consulting India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

07/26/2021

Ms. Merlin Robert
SMQ-165 B, Range Area, Air Force Station Begumpet, Balanagar Rd, Bowenpally PO, Hyderabad - 500011

Subject: Offer of Employment

In Process

Dear **Merlin Robert**:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Talent** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 23, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,35,004**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the “Deloitte U.S. Firms”) requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer’s Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 23, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

In Process

Merlin Robert, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.
Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Chandra Shekar Hegganur Shivaramu
34BB4D15CF5F4FF...

Authorized Signatory

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Ms. Merlin Robert

Acceptance

I, **Merlin Robert**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____

Signature Date

In Process

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Annexure A

Ms. Merlin Robert **Associate Analyst - Talent**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	**9,800**	**1,17,600**
House Rent Allowance (HRA)	**4,900**	**58,800**
Special Allowance[1a & 1b]	**8,237**	**98,844**
Leave Travel Allowance[2]	**980**	**11,760**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,917**	**3,35,004**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	**1,870**	**22,440**

In Process

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-….

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Annexure A

[1] All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a] *Communication Expenses*	[1b] *Fuel Expenses*
Employee in Level - Associate Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Insurance / Repairs & Maintenance*
	Rs.3,000/- per month	Rs.7,500/- per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

In Process

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Merlin Robert Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Associate Analyst - Talent** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. ***Pre-existing Agreements or Arrangements*.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Associate Analyst - Talent** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of *Proceedings*.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity

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without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. **Authorization**. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. **Authorization to Access *Systems* and *Electronic Communications and use of Deloitte Property*.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems.* I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

   I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

   I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity,* transmitting *Deloitte Property* to me (*e.g.*, emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

   I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

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9. **Security**. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of *Works.***

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. ***Pre-existing Creations; Personal Creations*.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal*

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Creations in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. **Post-*Employment* Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.

13. **Exceptions to Post-*Employment* Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b)

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participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. **Post-*Employment* Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

In Process

18. **Notification of Post-*Employment* Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.

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22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in **[HYDERABAD:** Hyderabad, Andhra Pradesh, India**] [MUMBAI**: Mumbai, Maharashtra, India**]** [**BENGALURU**: Bengaluru, Karnataka, India] [**GURGAON**: Gurgaon, Haryana, India**]** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.

28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations,

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warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

_____

For Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of **August 23, 2021,** I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity.*

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP**,** and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte US India - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte US India: (i) **Deloitte Consulting India Private Limited** (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

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Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

In Process

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

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Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

In Process

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

In Process

ACCEPTED AND AGREED TO:
DELOITTE CONSULTING INDIA PRIVATE LIMITED

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

_____
Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

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My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client	Specified Kind of Services(s) Permitted

In Process

_____

Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms.

_____	_____	_____
Signature	Name	Date

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

In Process

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("*Deloitte US India*") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

In Process

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte US India is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte US India's mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

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Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and *Deloitte US India's* other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to

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read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 23, 2021**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

_____	_____
Signature	Name

In Process

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Deloitte.

Dear **Merlin Robert**,
On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst - Talent** pursuant to the terms and conditions of your offer letter dated **August 23, 2021**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

In Process

Sincerely,

Human Resources Department

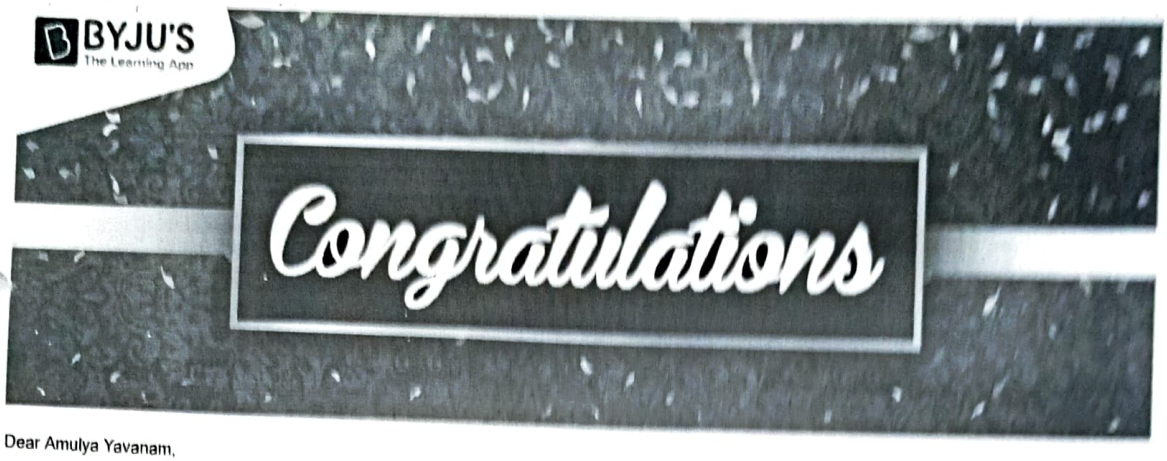
Gmail

Fwd: Interview Result at BYJU's

1 message

Amulya Yavanam <amulyayavanam@gmail.com>
To: "loyolaplacements@gmail.com" <loyolaplacements@gmail.com>

---------- Forwarded message ----------
From: **Tarandeep Kaur** <tarandeep.kaur@byjus.com>
Date: Wed, 16 Dec 2020 at 9:30 PM
Subject: Interview Result at BYJU's
To: <amulyayavanam@gmail.com>



Dear Amulya Yavanam,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee at BYJU'S - The Learning App**

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 12/22/2020

BDT Training Location : Bengaluru

Role Location : Bangalore

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Bannerghatta Road, Bangalore-56

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or Rs 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a duration of 2 months. The first 2 weeks of this training will be classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

Upon successful completion of training based on clearing the company's expected parameters, you will be confirmed as BDA - Direct Sales (at 10 LPA) or BDA - Inside Sales (at 8 LPA). Also, only after confirmation to the BDA role, you will start work at your 'Role Location' (unless joining and training is being held at your role location itself).

Note for candidates confirmed as BDA-Direct Sales: In the unlikely scenario where the Direct Sales Model does not resume in your role location at the end of your Training Program, you will be offered the BDA-Inside Sales (at 8 LPA) role in Bengaluru. You will relocate to your role location as BDA-Direct Sales (at 10 LPA) as soon as the Direct Sales model begins at your role location.

Further details:

Few information regarding your training and onboarding are given below

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

3. [illegible] to have a working broadband [illegible] and laptop at all times during the Training period. Please [illegible] take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an [illegible]

5. Business formals or business casual attire is mandatory during work hours.

6. Accommodation at the BDT training location will be provided by the company for the first two weeks of the BDT Program [illegible] role location is not Bangalore.)

About Byju's

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly [illegible] and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT [illegible] BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be assigned about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new age, geography, agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter

Registration Link: https://career10.successfactors.com/sfcareer/jobreqcareer?jobId=281&company=thinkandle

Regards,

Team BYJU's

Employment Agreement

3rd November, 2020
Paramjit Panda
Hyderabad

Dear Paramjit,

Congratulations! Welcome to Legato Health Technologies LLP **("Legato")**.

The purpose of this employment agreement ("**Agreement**") is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Legato.

1. Date of Commencement/ Job Title

(a) Your employment with Legato shall commence on **3rd November, 2020** as **Associate - Claims**, based out of **Hyderabad GAR - T9**.

(b) Legato reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.

(c) Legato has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Legato at any time.

(d) The nature of your employment will be "at will" and no fixed period of employment in Legato is applicable to you. You or Legato may terminate your employment as per the provisions contained herein.

(e) Your employment with Legato is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Legato is not satisfied with the results of the background check(s), Legato will be entitled to terminate your employment forthwith.

(f) Legato may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Legato as it may deem necessary solely at the discretion of Legato and for such period of time that Legato deems appropriate.

2. Full Time Employment:

(a) You will be a full time employee of Legato and you shall devote yourself exclusively to the business of Legato. You will not engage yourself anywhere in any work, profession, trade, employment or commercial activity (other than normally acceptable personal investment activity), in any capacity either honorary or otherwise, whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, whilst in the services of Legato.

(b) You may not enter into any commitments or dealings on behalf of Legato for which you have no express authority, nor alter or be a party to any alteration of any policy of Legato or exceed the authority or discretion vested in you without the previous sanction of a duly authorized manager.

3. Standard Conditions of Employment

(a) In addition to the terms of this Agreement, you shall abide by the standard terms of employment of Legato as stated in the Employee Handbook or any other policies or procedures communicated to you by Legato either orally or in writing ("**Standard Employment Terms**"). The Standard Employment Terms will be communicated to you from time to time or be accessible by you on Legato's intranet, Pulse.

(b) You acknowledge and agree you will be governed by the rules, policies, guidelines, codes and internal regulations (together Policies). The current polices are made available to you, however, Legato reserves the right to modify, revise or replace its existing policies and you acknowledge that it's your responsibility to know and keep yourself updated on the policies from time to time.

(c) The Standard Employment Terms will relate to various matters relating to your working with Legato, including hours of work, holidays, leave, code of conduct, confidentiality policy, etc.

(d) The Standard Employment Terms are deemed to include other policies of Legato that may be created including the policy for prevention of sexual harassment at the workplace, internet and network use policy, intellectual property policy, etc.

(e) The Standard Employment Terms may be changed by Legato from time to time at the sole discretion of Legato and such changed standard employment terms shall become applicable to you, upon receipt of notice of the same.

4. Representations

(a) You hereby represent that all the contents of your resume, testimonials, references, application form, previous employment details and other information furnished by you are true and accurate.

(b) If any of the above particulars are found at any time to be incorrect or misleading in any way, Legato shall have the right to terminate your employment for misconduct, without the requirement of providing you any notice or compensation in lieu thereof.

5. Compensation

(a) In consideration of your employment with Legato, you shall be paid a monthly compensation as detailed under **Annexure-A** hereto. Such payment shall be subject to deduction of applicable taxes and other levies or contributions as per the law.

(b) Monthly or periodic components of your remuneration will be paid to you in accordance with the regular payment schedule as decided and communicated by Legato.

(c) Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of Legato except where required by Legato policy.

(d) Legato may at its sole discretion from time to time review your remuneration and any changes to the same will be notified to you in writing. Until Legato notifies you of any such revision, the latest written communication to you giving details of your compensation shall apply. You agree that all such revisions shall be binding on you.

6. Statutory Benefits

(a) You are eligible to receive applicable statutory and non statutory benefits as detailed in the Standard Employment Terms, including but not limited to provident fund and gratuity.

(b) Women employees (only) are entitled to statutory maternity benefits under Annexure B enclosed herewith.

7. Work hours and Leave

At present, Legato has a 5 day work week, from Monday through Friday. The standard working hours of Legato is 9 hours inclusive of 1 hour break. Legato's business may require an employee to work in shifts. You will be entitled to leave in accordance with the policies of Legato.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by Legato shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

8. Safe Custody of Legato Material

(a) You will be responsible for keeping safe and in good condition, all Legato material entrusted to you, if any, including, but not limited to, cellular phone, laptop, car and other equipment ("**Legato Property**").

(b) In the event of any damage or loss to Legato Property entrusted to you, you shall be liable for the same and Legato reserves the right to deduct the cost of such articles from your compensation or take such other action that it may deem appropriate.

9. General Conduct

(a) You shall abide by all employee related rules, regulations and policies as may be enforced from time to time, including the Standard Employment Terms. You shall follow guidelines as per Legato's policy of business conduct, including but not limiting to:

(i) All official procedure of Legato, including all policies and procedures related to information security, cyber security and the protection and confidentiality of personal information.

(ii) Immediately inform your superiors of any risk known to you in relation to any acts detrimental to Legato or its business.

(iii) Not accept any monetary/ non-monetary gift, reward, payment or benefit from any supplier or customer of Legato.

(iv) Not make any offer or grant any payment or benefit, directly or indirectly, to any person or organization in exchange for obtaining any contract or orders for or on behalf of Legato.

(v) Not hold any personal interest in any supplier or a competing business with any person.

(vi) Comply with the confidentiality covenants contained herein.

(vii) Avoid any behavior or action which harms or may harm the integrity or interest of Legato.

(viii) In case of possession of Legato-sensitive information, such information may only be used in the proper execution of your assignment and duties.

(ix) Act independently, honestly and professionally with all business contacts.

(x) Avoid conflict of interest, entangling personal and professional interests or any appearance of such entanglement.

(xi) Not enter into private transactions with suppliers and other business contacts of Legato (such as brokers) and not enter into transactions for and on behalf of Legato of terms and conditions other than those used by Legato in the normal course of business.

(xii) Obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently.

You acknowledge that non-compliance with the Standard Employment Terms may result in disciplinary action against you, including, where Legato considers necessary under the circumstances, termination of your employment.

(b) During the period that you are employed by Legato, you shall not, on behalf of Legato or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Legato approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to Legato.

(c) The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.

(d) It is clarified that you shall not pay any “speed money” or “facilitation payment” in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.

(e) During the period that you are employed by Legato, you shall not, on behalf of Legato or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to Legato.

(f) During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of Legato with any relative or entity controlled or owned by a relative; (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the

benefit of some other person, entity or organization; or (c) claim any compensation/reimbursement or pay any amount on behalf of Legato for a purpose other than the purpose for which such amount is actually payable.

10. Special Requirements

(a) You acknowledge that in relation to your employment with Legato, you shall conform to such additional practices, policies, terms and conditions etc., as may be required by Legato.

(b) Such practices may include:

(i) A requirement to obtain end use statements from customers of products or services of Legato;

(ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by Legato;

(iii) Special requirements prescribed by customers of Legato, including relating to standards for the protection of confidential information.

11. Training Agreement

As per company policy, in case your work entitles you to travel for any training purposes, you are required to sign an agreement with the company for a period of one year. In case you terminate your employment with Legato or are terminated for cause by Legato prior to the completion of one year, you shall pay back the expenses incurred by Legato specified in the travel agreement.

12. Confidentiality and Intellectual Property Protection

(a) You agree to keep confidential and not to disclose or to make use of, and shall use best efforts to safeguard any information of Legato, including its clients, members, providers, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.

(b) Any intellectual property developed by you during your employment with Legato, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as “works for hire” under applicable intellectual property laws and shall be the exclusive property of Legato. You hereby assign all rights in relation to such intellectual property to Legato on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to Legato.

(c) To more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you will be required to execute other documents by Legato (including, but not limited to, an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

13. Privacy

(a) You will be providing to Legato certain information about yourself and your family, including personal information and sensitive personal data or information (“**Personal Information**”). You hereby agree

that Legato may use and retain your Personal Information for a lawful purpose and to the extent deemed necessary by Legato in relation to your employment with Legato and for ancillary purposes.

(b) You hereby also agree that Legato may transfer or disclose such Personal Information to such other agencies Legato may consider necessary, whether affiliates or otherwise and whether in India or otherwise. Legato may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.

(c) Legato shall use reasonable security practices and procedures to safeguard your Personal Information. Notwithstanding anything contained herein, "Reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that Legato shall implement and which may, in Legato's discretion, be intimated to you from time to time and you hereby agree to the same.

14. Non Solicitation / Non-Compete

(a) You shall not directly or indirectly, or through any other party, solicit, induce, or offer employment to any persons who are employees of Legato or its affiliates for a period of 1 (one) year after the date of termination of your employment with Legato, or otherwise take any action detrimental to the relationships between Legato, its affiliates and/or their respective employees.

(b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of Legato

15. Indemnity

You will fully and effectively indemnify Legato against all losses, damages and expenses incurred due to any breach of the terms herein, or any fraud, misconduct or negligence on your part in the course of your employment with Legato.

16. Retirement

The retirement age for all employees is 60 years of age.

17. Termination

(a) If you wish to terminate your employment, you may do so by providing a prior notice of three (3) months to Legato in writing. In the event you request to be relieved from services with Legato at an earlier date, Legato may relieve you earlier solely at its discretion.

(b) The Company may at any time terminate your employment:

- By giving you prior written notice of at least 3 months or paying you amount equivalent to the proportionate fixed salary for any shortfall in the notice period. Fixed salary means the total gross monthly salary as shown on your latest salary slip provided by Legato to you (including taxable reimbursements) but excluding amounts payable on retirement, your committed or discretionary bonus and any reimbursements.

- With immediate effect, without any prior notice or compensation by a written communication to you:

  A. In the event of your misconduct/prohibited conduct and/or any act which constitutes an offence involving moral turpitude;

  B. You are (or Legato acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment;

  C. Legato acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violation of any Standard Employment Terms or have been grossly negligent or reckless in your conduct);

  D. Legato at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or Legato following the conduct of background or reference checks or otherwise receives information or becomes aware of information concerning you with Legato , acting reasonably, considers to be materially detrimental to its interests should your employment continue.

- With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice.

(c) You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable.

(d) You shall at the time of leaving the employment of Legato, deliver back to Legato any and all Legato Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential or proprietary information, including but not limited to PHI ("PHI" shall have the same meaning as the term "Protected Health Information" in 45 C.F.R. § 160.103.) and PII (Personally Identifiable Information) or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with Legato or otherwise in the possession of Legato.

(e) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than Legato, any of the aforementioned items.'

18. <u>Dispute Resolution</u>

(a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three arbitrators provided by Legato. The arbitration proceedings shall take place at ***Hyderabad, Telangana*** India and shall be conducted in English.

(b) You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that Legato shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

19. Miscellaneous Provisions

(a) Notices – Any notice to be given to you by Legato shall be given by email at your Legato email address. Any notice to be given by you to Legato shall be in such manner as may be directed by Legato from time to time. In the event you are not frequenting office and/or not accessing your Legato email, Legato shall be entitled to send you notice by courier or registered post acknowledgment due at your address as intimated by you to Legato.

(b) Change Of Address - You will promptly inform Legato in writing of any change in your residential address or contact details.

(c) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.

(d) Waiver- No inaction, act or omission by Legato shall be considered as a waiver by Legato of any of its rights herein unless specifically waived by Legato in writing.

(e) Invalid Provision – If any of the terms of employment are found to be invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

For Legato Health Technologies LLP



Surabhi Pradeep
Manager - Human Resources
Date: 3rd November, 2020

I Paramjit Panda have read, understood and accepted the terms and conditions set out above.

Paramjit Panda
Date: 3rd November, 2020

Annexure – A

Break-up of Salary

Salary Component	Amount per month (in INR)	Amount per annum (in INR)
Basic Salary	15500	186000
HRA	1262	15143
LTA	0	0
Special Allowance	0	0
Gross Salary	16762	201143
Employer's contribution to PF	1860	22320
Total Fixed Pay	19167	230000
Variable Pay	0	0
Cost to Company (CTC)		230000

Note:

Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.

As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment which will be over and above your CTC.

Shift Allowance payable based on the shift timing (except general shift)

Transport deduction is applicable only for associates working in general shifts.

Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-

Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each

Notice period will be 3 months

Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Paramjit Panda

Signature

Date: 3rd November, 2020

1117 17 019037
B.Com (Honours)
2019-2020

APPOINTMENT LETTER

17 Jul, 2020

Dear **Rajesh Rawal,**

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst.** 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. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.

   c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.

   d. The retirement age is 58 years

   e. 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.

Signature valid
Digitally signed by SUNIL KALACHAR
Date: 2020.07.17 11:31:43 IST
Reason: Campus Offer Letter
Location: Bengaluru

f. 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.

g. 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.

h. 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 subjected to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

B.Com (Gen).

1117170190049

Legato

26-Nov-2020

Vignesh V M
Hyderabad

Reg: Offer of employment

Dear Vignesh,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230,000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **07-Dec-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Vignesh V M
Date:

Legato

wipro

Annexure – A

Associate Name: Vignesh V M

Designation: Associate - Claims

Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,143	1,262
LTA	--	--
Special Allowance	--	--
Gross Salary	**201,143**	**16,762**
Employer's contribution to PF	22,320	1,860
ESI	6537	545
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	**230,000**	**19,167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Vignesh V M
Date:

DocuSign Envelope ID: C0BB1B26-4463-4D51-A665-CE63B03F7C80

B. Com (Hons).

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2020

Mr. Ravi Kumar Yadav
P.No 65, Malika Arjuna Colony, Bharatnagar
Kowkoor, Secunderabad,
Hyderabad - 500010

Subject: Offer of Employment

Dear Ravi Kumar Yadav:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 16, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 16, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Ravi Kumar Yadav, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory



Akreem Khatun

6110395

THOMSON REUTERS



A Andrea Nishal

6112731

THOMSON REUTERS

STATE STREET.

September 22, 2020

PRIVATE AND CONFIDENTIAL

G Ashwathy

Dear G Ashwathy,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Fund Accounting & Administration, Associate 1, reporting to Prasanna Battula , Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

Ashwathy

19 October, 2020

STATE STREET.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.



ASMITA
DARNAL

Joined in 2020

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

January 20, 2020

Keshaboyana Divya Madhuri
Hyderabad

Dear Divya Madhuri,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Content Specialist** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. **Commencement Date**
   a. Your employment with the Company commences on **June 1, 2020**.
2. **Initial Position, Work Description, Title Use and Work Base**
   a. Your work base at commencement of your employment will be **Hyderabad**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
   b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
   c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
   d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.
3. **Remuneration**
   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time.Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
   c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. **Probation**

   a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

   b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

   c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. **Statutory Benefits**

   a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. **Leave**

   a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. **Information Provided By You, Reference Checks, Background Checks**

   a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

   b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

   c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.

   d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. **Code of Conduct**

   a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

   The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

   You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. **Changes to the Terms and Conditions of Employment Applying To You**

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. **Confidentiality**

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. **Intellectual Property Rights**

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. **Termination**

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per the request of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. **Company Policies**

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.

14. **Notice Pay Reimbursement (if applicable).**

Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:

a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. **General**

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Keshaboyana Divya Madhuri
Associate Content Specialist

THOMSON REUTERS

Annexure I - Total Rewards (A + B + C + D)

Name : Keshaboyana Divya Madhuri **Title : Associate Content Specialist**
Reporting Manager : Sanjeev Wadhera **Department : Operations-ALL**

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	**Amount INR**
Basic (per annum)	156,000
Flexible Pay (per annum)	85,280
Provident Fund (12% Basic Salary) (per annum)	18,720
Base Pay (Total Fixed Pay)	**260,000**

B - Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **6.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **15,600** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit

Gratuity:
Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.
Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax is with accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 75,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

For **Thomson Reuters International Services Private Limited**



Catriona Mackness
Director Regional HR India

ACKNOWLEDGED AND AGREED

Keshaboyana Divya Madhuri
Date: January 20, 2020

Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**



Catriona Mackness
Director Regional HR India
Date: January 20, 2020

ACKNOWLEDGED AND AGREED

Keshaboyana Divya Madhuri
Associate Content Specialist
Date: January 20, 2020

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background.

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS AND GENERAL EMPLOYMENT TERMS

I **Keshaboyana Divya Madhuri**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at **https://thehub.thomsonreuters.com**, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature : .....

Name : **Keshaboyana Divya Madhuri**

Title : **Associate Content Specialist**

Date : **January 20, 2020**

Annexure IV

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Intellectual Property related Undertaking

By this undertaking **(Undertaking)**, I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
   i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
   ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.

   The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :.....

Name : Keshaboyana Divya Madhuri

Date : January 20, 2020

26th October 2021

To

Jerrin George

Hyderabad

OFFER LETTER

Dear Jerrin George,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of **"Billing Executive"** at **"Cloud4C Services Pvt. Ltd."**

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is **Rs.2,75,000/- p.a.**, (Two Lakh Seventy Five Thousand Rupees Only) and other emoluments will be as per **Appx 'A'.**

2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.

3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.

4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six** months.

6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.

7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.

8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period.

9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:

   (a) Illegal activity - relating to work or not - harming the reputation of the company. (b) Indecent behavior with colleagues, customers or suppliers. (c) Personal bankruptcy / insolvency. (d) Refusal to do any lawful work assigned by the company. (e) Absenteeism. (f) Willful neglect of work. (g) Repeated insubordination or violation of employment rules. (h) Undisclosed conflict of interest. (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company. (j) Corporate espionage

10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:

    (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.

    (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.

12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.

13. You are requested to submit the documents as intimated by the "HRD Department", at the time of joining.

14. You will receive your job profile in due course of time.

15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **Cloud4C Services Pvt. Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

1. Name : Jerrin George
2. Designation : Billing Executive
3. Grade : L0
4. Location : Hyderabad

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	8067	Basic	96804
HRA	5042	HRA	60504
Special Allowance	4914	Special Allowance	58968
A. Fixed Salary	**18023**	**A. Fixed Salary**	**216276**
B. Performance Linked Pay	**2750**	**B. Performance Linked Pay**	**33000**
C. Employer Provident Fund	**1558**	**C. Employer Provident Fund**	**18696**
D. Employer ESIC	**586**	**D. Employer ESIC**	**7029**
Total CTC (A+B+C+D)	**22917**	**Total CTC (A+B+C+D)**	**275000**

Note: Performance linked pay will be released on basis proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **Cloud4C Services Pvt. Ltd.**

P Rajani Reddy
Authorized Signatory



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2019-2020

Dear Saleena,

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

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

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

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

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

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

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

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

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

Best Regards,

ADP Human Resources

-COPY-

07 January, 2020

Saleena J
1-12/160 supraja enclave JJ nagar mrk road,
Alwal~,
Hyderabad 500010

Dear Saleena,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position: Process Associate

Grade: G1 L1

Date of Joining: On or Before 24 Aug, 2020

Compensation: Gross Compensation of Rs.225,000/- (Rupees Two Lakh and Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached).

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining, during this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side.ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Vice President & Head HR)

Accepted

Saleena J



Details of Compensation

Name : Saleena

Position : Process Associate

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
Basic Salary	4,690	56,280
House Rent Allowance (40% of Basic Salary)	1,876	22,512
Flexible Benefits**	2,207	26,484
Special Allowance	4,342	52,104
B. Bonus (20% of Basic Salary paid monthly)	938	11,256
C. Standard Benefits		
Provident Fund***	1,346	16,152
Gratuity	226	2,712
Gross Compensation (A+B+C)	15,625	1,87,500

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0%	100%	175%
		0	22,500	39,375
EOC Allowance			15,000	
Total CTC (Gross + VPI + EOC Allowance)##			2,25,000	

** Indian Rupees*

*** Flexible Benefits include Medical Reimbursements, Leave Travel Allowance and Child Education Allowance*

**** PF will be deducted as per the statutory norms*

 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

Total CTC is computed at 100% VPI payout

Tax will be applicable as per Government slab

Accenture Solutions Pvt.Ltd.
Divyasree NSL Infra Pvt.Ltd - SEZ

Employee Permanent ID Card



Name : Serena Jenn

Designation : Associate

SI No/Location : 11525 /HDC3

Date Of issue : 20-Dec-2021

Valid Upto : 10-Jul-2022

Company Authority Authorised Officer



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2019-2020

Dear Thresa,

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

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

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

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

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

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

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

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

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

Best Regards,

ADP Human Resources



-COPY-

07 January, 2020

Thresa Kanakraj
Plot no.234,
Bhudevinagar,Alwal~Happy Home,
Hyderabad 500015

Dear Thresa,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position: Process Associate

Grade: G1 L1

Date of Joining: On or Before 24 Aug, 2020

Compensation: Gross Compensation of Rs.225,000/- (Rupees Two Lakh and Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached).

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining, during this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side.ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Accepted

Sincerely,

Vipul Singh
(Vice President & Head HR)

Thresa Kanakraj

11717024044



07 January, 2020

Thresa Kanakraj
Plot no.234,
Bhudevinagar,Alwal~Happy Home,
Hyderabad 500015

Dear Thresa,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Process Associate
Grade:	G1 L1
Date of Joining:	On or Before 24 Aug, 2020
Compensation:	Gross Compensation of Rs.225,000/- (Rupees Two Lakh and Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached).
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining, during this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side.ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Vice President & Head HR)

Details of Compensation

Name : Thresa

Position : Process Associate

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
Basic Salary	4,690	56,280
House Rent Allowance (40% of Basic Salary)	1,876	22,512
Flexible Benefits**	2,207	26,484
Special Allowance	4,342	52,104
B. Bonus (20% of Basic Salary paid monthly)	938	11,256
C. Standard Benefits		
Provident Fund***	1,346	16,152
Gratuity	226	2,712
Gross Compensation (A+B+C)	15,625	1,87,500

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0%	100%	175%
		0	22,500	39,375
EOC Allowance		15,000		
Total CTC (Gross + VPI + EOC Allowance)##		2,25,000		

** Indian Rupees*

*** Flexible Benefits include Medical Reimbursements, Leave Travel Allowance and Child Education Allowance*

**** PF will be deducted as per the statutory norms*

 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

Total CTC is computed at 100% VPI payout

Tax will be applicable as per Government slab



02-Dec-2020

C4511355

MARY PRIYANKA TIRUMAL REDDY
H.No- PLOT NO 102,NEAR KARUNAGIRI SHRINE,SUNDAR NAGAR,SURARAM COLONY,IDA JEEDIMETLA,PIN-500055 50005
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear **MARY PRIYANKA,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet upon joining Accenture but no later than six months of your start date in Accenture, failing which,Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 185600** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

MARY PRIYANKA, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **monica.rana** at **9133572794** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 160000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 160000	**INR 185600**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 160000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Resolute B2B
DELIVERING MARKETING NEEDS

B.Com Compts
11171028070
2019-2020

Date: 8/1/2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. V. Sai Supriya, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May '2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Contact No.

8121631602

Candidate

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Date: 15-Jan-2022

Velluri Archana
9000221743
velluriarchana5@gmail.com

Dear Velluri Archana,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant (Sales Strategist)'** in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	**: Associate Consultant (Sales Strategist)**
Cost to Company	**: INR 3,80,000 /- per annum (Rupees Three Lakh Eighty Thousand Only)**
Grade & Level	**: G1, L 1**
Proposed Compensation Break Up	**: As Detailed in Annexure II**

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport. The same will be processed basis the number of days worked with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your initial posting will be at **Hyderabad, India** and your shift timing will be 08:00 PM - 05:00 AM aligned to USA region. However, these are subject to change to any other location/office or shift timing of the company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **17-Jan-2022,** failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period:

Subject to the provisions contained in this offer, your services may be terminated by either party on giving two months' notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

In the first instance, during the period of Probation, the termination of service may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two months' salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would be basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance Policy.

You will be entitled to Annual Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by 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 in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-

solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

Employee Records: You hereby understand that Regalix India Pvt. Ltd., neither solicits nor accepts any original documents, including but not limited to Passport, Aadhar Card, PAN Card educational certificates, experience certificate, proof of identity, or age or residence, etc at the time of joining Regalix India Pvt. Ltd., All documents submitted by you shall be photocopies or true copies of the original documents. These Photocopies are submitted for the company's records and retention and shall not be returned.

You hereby, explicitly and unambiguously, consent to the collection, use, and transfer, in electronic or another form, of your personal data, as described in this document by and among, as applicable, by Regalix India Pvt. Ltd., its subsidiaries, or any third party appointed by Regalix India Pvt. Ltd., for the exclusive purpose of implementing, administering and managing your employment with Regalix India Pvt. Ltd., its updation into employee records in the employee personal file or on HR Tools, or for adhering with Local Laws.

Declaration of Majority: Regalix India Pvt. Ltd., does not hire persons below the age of 18 and you hereby declare that you have attained the age of 18 years. By virtue of having attained majority, you are competent to contract, as per the provisions of the Indian Contract Act, 1872. You further understand that if such declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed such material information, you shall be liable to removal from services without any notice or compensation, whatsoever.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **16-Jan-2022;** failing which the offer shall stand withdrawn**.**

Velluri Archana, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

For, Regalix India Private Ltd



Shanta Sarkar

Senior Director - Employee Success

I **Velluri Archana,** agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **17-Jan-2022**

Date: Signed:

Enclosed:

1. Details of Required Documents: Annexure I
2. Salary Break-up: Annexure II

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Adhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**

Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Annexure II – Salary Break-up

Salary Break Up Sheet			
Total CTC		**Rs.3,80,000**	
Fixed		**Rs. 3,17,600**	
Night Shift Allowance *		**Rs. 36,000**	
Food Allowance *		**Rs. 26,400**	
Particulars		**Annual**	**Per Month**
Salary			
Basic Salary		Rs.1,27,040	Rs.10,587
House Rent Allowance		Rs.50,816	Rs.4,235
Special Allowance -		Rs.1,12,033	Rs.9,336
Night Shift Allowance *		Rs.36,000	Rs.3,000
Food Allowance *		Rs.26,400	Rs.2,200
Gross Salary (Before Deduction)		**Rs.3,52,289**	**Rs.29,357**
Employee Benefits (Part of CTC)			
PF Contribution Employer		Rs.21600	Rs.1800
Gratuity *		Rs. 6,111	Rs. 509
Deductions			
PF Contribution Employee		Rs.21,600	Rs.1,800
Professional Tax		Rs.2,400	Rs.200
Income tax *			
Gross Pay		**Rs.3,52,289**	**Rs.29,357**
Net Pay (Take Home)		**Rs.3,28,284**	**Rs.27,357**
CTC		**Rs.3,80,000**	**Rs.31,667**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions
* Incentive is paid monthly basis your performance against fixed targets.
* Night Shift Allowance (NSA) & Food Allowance is applicable if you work in a shift between 5:00pm to 5:00am.
* Night Shift Allowance (NSA) & Food Allowance will be paid for the number of days worked in a month.
* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum
* Gratuity is eligible after completion of Continuous Service of 5 Years & not subject to voluntary exit
* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

Resolute B2B
DELIVERING MARKETING NEEDS

B.com computer
111717028073
2019-2020

Date: 8/1/2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. G. Krishna Chaitanya, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May '2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Candidate

Contact No.
8121631602

Regd. Office:
Wells Fargo Centre, Building 1A,
Divyasree NSL SEZ, Survey No. 66/1
Raidurga Village, Serilingampalli,
Hyderabad, India - 500032
Tes: +91 40 4012 1000
Fax: +91 40 4023 1100
CIN: U72200TG2006PTC051001
wellsfargo.com

Wells Fargo International Solutions Private Limited
(formerly known as Wells Fargo EGS (India)
Private Limited)
Wells Fargo Centre
Orion IT/ITES SEZ
Divyasree NSL Infrastructure Private Limited SEZ
Survey. No. 66/1,Raidurga Village
Serilingampalli Mandal, RR District
Hyderabad, India 500032
Tel: 91 40 4032 1000
Fax: 91 40 4023 1100
wellsfargo.com

June 24, 2021

Uday Shankar Kummari
Plot no 43, spring fields colony, jeedimetla villa
Hyderabad, Telangana

OFFER OF EMPLOYMENT

Dear Uday Shankar,

We are pleased to offer you a position at **Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited) ("Wells Fargo" or "Company"),** and your employment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

- **Designation:** You will be designated as **Loan Servicing Specialist 1**. **Notwithstanding anything herein**, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you, as well as not having an outside activity that is in conflict with Wells Fargo's interests. On your first day of employment **July 26, 2021 (DOJ)** you will need to report before 8:30 a.m. at Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited),Wells Fargo Centre, Building 1A, Orion IT/ITES SEZ, Divyasree NSL Infrastructure Private Limited SEZ, Survey.No.66/1, Raidurga Village, Serlingampalli Mandal, RR District, Hyderabad 500032.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be **INR 271000/-(Rupees Two Lakh Seventy One Thousand Only).** Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. In addition, you will be covered by Wells Fargo's Variable Performance Pay plan, with an annual target of **INR 13550/- (Rupees Thirteen Thousand Five Hundred Fifty Only)**. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in Hyderabad. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, corporate title, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Group Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo. For the purposes of this agreement, "Group Company" means any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 20% of the issued share capital.

- **Confidentiality:** As an employee of Wells Fargo, you will have access to Wells Fargo's Confidential Information. The Confidential Information remains the sole property of Wells Fargo or any Group Company. You must not, either during (except in the proper course of the your duties) or after the termination of your employment, without the prior written consent of the Company, directly or indirectly, divulge, use or otherwise disclose to any person whatsoever, the Confidential Information, either for your own or for another's benefit. You must use your best endeavors to protect the Confidential Information and prevent unauthorized disclosure or misuse of the Confidential Information. You must immediately notify the Company should you suspect unauthorized disclosure or misuse of the Confidential Information and, where required, assist the Company in any proceedings taken by the Company for alleged unauthorized disclosure and/or misuse of the Confidential Information. You must enter into any other confidentiality agreement or provide confidentiality undertakings as required by the Company from time to time to protect its business interests and those of its customers and any Group Company. For the purpose of this clause, "Confidential Information" means any trade secrets or confidential information relating to or belonging to the Company or any Group Company, in any form or format, including but not limited to: (i) business strategy, plans and dealings; (ii) product lines, services, price and cost information, marketing plans; (iii) staff salaries and terms and conditions, personnel history; (iv) secrets, dealings, transactions, lists or affairs of any clients of the Company or any Group Company; (v) business accounts, finances, profit margins and financial records; (vi) business forms and operating procedures, policies and practices; (vii) technical data and software; (viii) intellectual property and inventions; (ix) any information in respect of which the Company or any Group Company is bound by an obligation of confidentiality to a third party; and (x) any information classified as private, internal use, confidential or restricted (or similar) under Wells Fargo's Information Classification Matrix (or any such document or policy from time to time in place); but does not include: (i) information that is within the public domain; (ii) information required to be disclosed by law; (iii) information which the Company has consented to being disclosed; and (iv) information required to be disclosed as a necessary part of the your duties. You are directed not to bring any confidential or proprietary material of any former employer. Also, you represent that you are not subject to any restrictions that prevent you from working for Wells Fargo.

- **Intellectual Property:** For the purpose of this section, "Work" means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which Intellectual Property Rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either: (i) in the course of your employment with the Company; or (ii) otherwise using the facilities, resources, time or any other opportunity provided by the Company. "Intellectual Property Rights" means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere. The Work and all Intellectual Property Rights in the Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You shall communicate to the Company any Work created, made or discovered during your employment with the Company. You hereby consent to the use of all existing and future Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and consent to any act which amounts to an infringement of any such moral right, in favour of the Company. You also agree that this consent and waiver extends to any licensees and successors in title to the Company in respect of such works, as well as to any persons who are authorised by the Company or by its licensees and successors in title to do acts compromising the copyright of such works. You agree to execute any further document necessary to give effect to this. For the purpose of this clause, the expression "moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

- **Non-Solicitation:** You acknowledge that during your employment with the Company, you: (i) have or will become possessed of Confidential Information regarding the business of the Company and Group Companies, and their respective employees and officers; and/or (ii) have developed or will develop influence over employees and officers of the Company and Group Companies; and/or (iii) have developed or will develop commercially valuable relationships with the suppliers and stakeholders of the Company and Group Companies. You shall not during the Restricted Period (as defined below), directly or indirectly on your account or on behalf of or in association with any other Person induce, solicit, entice or procure, or seek to induce, solicit, entice or procure any Protected Employee (as defined below) to leave the employment of the Company or Group Company. You also agree that you shall not during the Restricted Period, directly or indirectly on your account or on behalf of or in association with any other Person, directly or indirectly in relation to any contract or arrangement which the Company has with any supplier for the exclusive supply of goods or services to the Company and/or to Group Company for the duration of such contract or arrangement, interfere with the supply of goods or services to the Company from any supplier and/or induce

any supplier of goods or services to the Company to cease or decline supply such goods or services in the future. Your obligations under this clause will continue notwithstanding the termination of your employment with the Company. You agree that the post-employment restrictions set out above are reasonable and necessary for the protection of the business of the Company and the Group Companies. The restrictions in this section shall only apply with respect to Group Companies to which you have provided services, supervision or management within the last 12 months prior to the end of your employment with the Company. With respect to the Group Companies to which the restrictions apply, the Company contracts as trustee and agent for the benefit of each such Group Company, and you will promptly execute any agreement to give effect to this arrangement at the Company's request.

For purposes of this section, the following definitions shall apply: "Person" includes any person, company, partnership, business entity or other organization. "Protected Employee" means an employee of the Company or Group Company: (i) with whom you had material contact or dealings with in the course of your performance of the duties in the twelve (12) months immediately preceding the final day of your employment with the Company; or (ii) who, as of your final day of employment, is in your line of business and has a corporate title of Vice President or above; or (iii) who, as of your final day of employment, belongs to the same team as you (i.e. both report to the same manager). "Restricted Period" means the period of 12 months from the final day of your employment. "Prohibited Area" means India.

- **Exclusivity of Service:** 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 any of the duties of your employment, in accordance with the terms and conditions of this letter. You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Wells Fargo and/or its Group Companies at all times during the course of your employment with Wells Fargo. You must not carry on, during the term of your employment, without the prior express permission of Wells Fargo or any person so authorized by Wells Fargo obtained in writing, any lecturing assignments or any business either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent or otherwise in any business, trade or profession whatsoever.

- **Required Absence:** Certain positions in the Company are covered by Required Absence from Sensitive Positions Policy (***RA Policy***). You will be separately informed if the Position is covered or will be covered by RA Policy. If your Position is covered by RA Policy, you will be required to be away from the role for a minimum period of two consecutive (2) weeks or ten (10) consecutive working days per year on a qualifying period of absence, during which time you will not be permitted to perform sensitive task work associated with the Position, including, but not limited to, accessing Wells Fargo systems or devices, remotely or otherwise, in relation to such sensitive task work. Other mandatory time away requirements may apply even if the Position is not covered by RA Policy, as set out in the Handbook. Working with HR and your manager, you may use a combination of the following absences or assignments (only if such absences or assignments are applicable to your Position) to comply with the RA Policy:
    - Paid Time Off (scheduled or unscheduled)
    - Compensatory Time Off
    - Leave of absence
    - Other Paid Time Away
    - Off-site training or professional conferences
    - On-site training, temporary job reassignments or temporary assignments specifically designated and approved by line-of-business senior management and the group risk officer
    - Unpaid time off, as appropriate

- **Separation with No Cause:** Either party may give notice of separation of employment at any time, subject to two (2) months' notice in writing. Wells Fargo, at its sole discretion has a right to waive the notice period on payment of a sum of money equal to two (2) month's salary in lieu thereof. Following any termination of the period of Employment, you shall fully cooperate with Wells Fargo in all matters relating to the winding up of pending work on behalf of Wells Fargo and the orderly transfer of work to other employees of Wells Fargo. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to Wells Fargo and shall be returned promptly to Wells Fargo in good, intact condition on or before the final day of Employment, or earlier, if instructed by Wells Fargo.

- **Separation for Cause:** Wells Fargo reserves the right to terminate your employment without prior notice or payment in lieu of notice in the following circumstances: (a) if you are guilty of dishonesty or other gross misconduct, or gross incompetence or wilful neglect of duty, or if you commit any other serious breach of any of the provisions of this letter; (b) if you neglect or fail (otherwise than by reason of accident or ill health), or refuse to carry out the lawful instructions of the Company, within the scope of your duties; (c) if you are guilty of a criminal offence; (d) if you commit any unlawful act of discrimination or harassment; (e) if you report to work under the influence of alcohol, narcotics or unlawful controlled substances; (f) if you breach the rules of any regulatory authority or any Company policies (such as the Code of Conduct); (g) if you engage in any civil wrong or conduct of a criminal nature (including but not limited to assault, theft and fraud) or any other conduct which in the reasonable opinion of the Company may seriously impact on your ability to perform the duties or is likely to significantly damage the reputation or business of the Company; (h) if there are grounds to terminate summarily under the handbook, policies applicable to the Company or under applicable law.
- **Code of Conduct:** Your appointment at Wells Fargo would require you to be bound by the prevailing code of conduct, rules, regulations, policies, procedures and guidelines of the Wells Fargo. Wells Fargo reserves the right to modify, replace or eliminate any of its policies, procedures and guidelines, at any time without notice.
- **Wells Fargo's Employee Handbook:** The provisions of the Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited) Team Member (employee) handbook (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. You will be provided access to Wells Fargo's Team Member handbook via the Wells Fargo intranet once you have joined Wells Fargo. Your appointment with Wells Fargo would require you to be bound by all rules, regulations, policies and guidelines issued by Wells Fargo from time to time, in relation to personal and professional conduct, and discipline. You are also required to sign the "Code of Ethics and Business Conduct." Your acceptability of these agreements and compliance to rules, regulations and policies shall also be deemed to be a part of employment terms at Wells Fargo.

- **Miscellaneous: As a new hire, you are required to submit to a comprehensive background screening to the extent permitted by applicable laws. In instances wherein background check is not completed by joining date, the Company may allow you to start your employment but it reserves its right to continue with the background check and take action, including employment termination, accordingly. Your start of employment prior to completion of your background checks shall not be considered as a waiver or an exception of completion of your background checks. Wells Fargo assumes that the information provided by you in all aspects related to your background check or otherwise is accurate and comprehensive. In the event, the information provided by you is found to be false or fraudulent, Wells Fargo shall have right including but not limited to revoke this offer letter or terminate your employment with Wells Fargo, as the case may be.** In case any provisions or part thereof in this letter is held to be invalid or unenforceable by any court of competent jurisdiction, it will not affect the validity or enforceability of the remaining provisions or parts thereof. The information contained in this letter of appointment is 'Personal & Confidential'. This letter contains sensitive, personal and confidential information and its contents are not to be shared with or divulged to other Wells Fargo employees excepting your supervisor(s) or the Human Resources Department.

For Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited)



Chandrasekhar Narayana Bhatta
Authorized Signatory

Agreed to and accepted by:

Uday Shankar Kummari
Printed Name and Signature/Date

26-Aug-2020
Hyderabad.

Dear **Mahabhashyam Chakravartula Sachith,**

We take great pleasure in offering you the position of **Associate** as per the below-mentioned terms and conditions. Please note that there will be a six-month probation period which could be reduced to three months based on the performance.

Gross Salary Per Annum will be Rs.2,40,000.00 (two lakh forty thousand rupees only).

Kindly submit photocopies of the following documents:

- Education Qualification(s) certificates including the latest Graduation or Post Graduation
- Relieving letter from the previous employer or Resignation Acceptance letter mentioning the last working day and name & signature of an authorized signatory (if applicable).
- Passport Copy /PAN copy/Aadhar copy

Terms and Conditions/Agreement:

Engagement and Services

(a) Engagement. Neo Valley Technology Services India Ltd., here after CloudScouts or CloudScouts Technologies, hereby engages the employee to provide and perform the services, and the Employee hereby accepts the engagement.

(b) Standard of Services. All Services to be provided by Employee shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of an employee with the background and experience that Employee has represented it has. CloudScouts shall provide such access to its information, property and personnel as may be reasonably required to permit the employee to perform the Services.

(c) Representation and Warranty. Employee represents and warrants to CloudScouts that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this agreement or which will interfere with the performance of the Services.

2. Consultancy Period and Termination

(a) Commencement This Agreement shall commence from **01.09.2020** and shall remain in effect until termination. Joining date will be adjusted if the employee is available to join early.

(b) Termination This agreement may be terminated by the employee, without cause and without liability, by giving eight weeks written notice of such termination to CloudScouts. CloudScouts reserves the right to terminate the employee without cause and without liability, by giving eight weeks written notice of such termination to the Employee. Either Party may terminate this agreement by giving seven calendar days written notice of such termination to the other Party in the event of:

(i) Material breach by the other Party.

(ii) Any other breach that a Party has failed to cure within [Seven Days] 7 calendar days after receipt of written notice by the other Party,

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(iii) The death or physical or mental incapacity of Employee or any key person performing the Services on its behalf as a result of which the Employee or such key person becomes unable to continue the proper performance of the Services,

(iv) An act of gross negligence or wilful misconduct of a Party, and

(v) The insolvency, liquidation, or bankruptcy of a Party.

(c) Effect of Termination. Upon the effective date of termination of this agreement, all legal obligations, rights and duties arising out of this agreement shall terminate except for such legal obligations, rights and duties as shall have accrued prior to the effective date of termination and except as otherwise expressly provided in this agreement.

3. Timesheet

(a) Time Sheet. The Employee is required to submit his/her time every week. Details of the timesheet entry tool will be provided.

4. Consultancy Additional Clauses

(a) The employee is required to suit his working hours to overlap with the client for business meetings.

(b) Employee to represent and act only as an agent of CloudScouts to CloudScouts clients, active prospects and CloudScouts team members.

(c) CloudScouts code of conduct and other policies as applicable should be adhered to while working at CloudScouts office.

(d) Employee agrees that while this contract is in force, he/she will never discuss directly or indirectly with any CloudScouts Client representative, the status of his employment with CloudScouts, current compensation.

(e) Employee hereby agrees to not discuss his/her remuneration within CloudScouts with any CloudScouts employee or contractor, other than a CloudScouts Director or CloudScouts Human Resource representative.

(f) The employee is allowed a 20 days' worth of paid leaves (casual leaves). Execution of these leaves must be agreed well in advance with the line manager.

(g) There is no limit on the sick leaves. However, availing sick leave for more than two continuous days must be supported by a doctor's certificate.

5. Work Product and License

(a) Defined. In this agreement, the term "Work Product" shall mean all work product generated by Employee solely or jointly with others in the performance of the Services, including, but not limited to, any and all information, notes, material, drawings, records, diagrams, formulae, processes, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks and trade secrets.

(b) Ownership. The employee agrees to assign and does hereby assign to CloudScouts all rights, title, and interest in and to the Work Product. All Work Product shall be the sole and exclusive property of CloudScouts, and Employee will not have any rights of any kind whatsoever in such Work Product.

Employee agrees, at the request and cost of CloudScouts, to promptly sign, execute, make and do all such deeds, documents, acts and things as CloudScouts may reasonably require or desire to perfect CloudScouts' entire right, title, and interest in and to any Work Product.

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The employee will not make any use of any of the Work Product in any manner whatsoever without CloudScouts' prior written consent. All Work Product shall be promptly communicated to CloudScouts.

(c) License. In the event that Employee integrates any work that was previously created by

the Employee into any Work Product, the Employee shall grant to, and CloudScouts is hereby granted, a worldwide, royalty-free, perpetual, irrevocable license to exploit the incorporated items, including, but not limited to, any and all copyrights, patents, designs, trade secrets, trademarks or other intellectual property rights, in connection with the Work Product in any manner that CloudScouts deems appropriate. Employee warrants that it shall not knowingly incorporate into any Work Product any material that would infringe any intellectual property rights of any third party.

6. Confidential Information

(a) Defined. In this agreement the term "Confidential Information" shall mean the Work Product and any and all information relating to CloudScouts business, including, but not limited to, research, developments, product plans, products, services, diagrams, formulae, processes, techniques, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks, trade secrets, customers, suppliers, markets, marketing, finances disclosed by CloudScouts either directly or indirectly in writing, orally or visually, to Employee. Confidential information does not include information which:

(i) Is in or comes into the public domain without breach of this agreement by the Employee,

(ii) Was in possession of the Employee prior to receipt from CloudScouts and was not acquired by the Employee from CloudScouts under an obligation of confidentiality or non-use,

(iii) is acquired by the Employee from a third party, not under an obligation of confidentiality or non-use to CloudScouts, or

(iv) is independently developed by the Employee without the use of any Confidential Information of CloudScouts.

(b) Obligations of Non-Disclosure and Non-Use. Unless otherwise agreed to in advance and in writing by CloudScouts, Employee will not, except as required by law or court order, use the Confidential Information for any purpose whatsoever other than the performance of the Services or disclose the Confidential Information to any third party.

The employee may disclose the Confidential Information only to those of its employees who need to know such information. In addition, prior to any disclosure of such Confidential Information to any such employee, such Employee shall be made aware of the confidential nature of the Confidential Information and shall execute, or shall already be bound by, a non-disclosure agreement containing terms and conditions consistent with the terms and conditions of this agreement. In any event, Employee shall be responsible for any breach of the terms and conditions of this agreement by any of its employees. Employee shall use the same degree of care to avoid disclosure of the Confidential Information as it employs with respect to its own Confidential Information of like importance, but not less than a reasonable degree of care.

(c)Return of Confidential Information. Upon the termination or expiration of this agreement for any reason, or upon CloudScouts earlier request, Employee will deliver to CloudScouts all of the CloudScouts property or Confidential Information in a tangible form that Employee may have in its

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possession or control. The Employee may retain one copy of the Confidential Information in its legal files.

7. Non-Publicity

CloudScouts and Employee agree not to disclose the existence or contents of this agreement to any third party without the prior written consent of the other Party except: (i) to its advisors, attorneys or auditors who need to know such information, (ii) as required by law or court order, (iii) as required in connection with the reorganization of a Party, or its merger into any other corporation, or the sale by a Party of all or substantially all of its properties or assets, or (iv) as may be required in connection with the enforcement of this agreement.

8. Assignment

The Services to be performed by Employee hereunder are personal in nature, and CloudScouts has engaged Employee as a result of Employee's expertise relating to such Services. Employee, therefore, agrees that it will not assign, sell, transfer, delegate or otherwise dispose of this agreement or any right, duty or obligation under this Agreement without CloudScouts' prior written consent. Nothing in this Agreement shall prevent the assignment by CloudScouts of this Agreement or any right, duty or obligation hereunder to any third party.

9. Non-compete and non-solicitation:

Employee shall not, for a period of 12 months from the Termination Date of employment and while, either on his/her own account (whether directly or indirectly) or as representative, employee partner, director, financier, shareholder or agent of any other firm, person, CloudScouts or organization:

(i) Be engaged or interested in any business concern which shall be in India or abroad and be in competition with CloudScouts or with CloudScouts related companies, in the provision of the relevant services, being services of a kind with which you were concerned to a material extent during the period of 12 months prior to the termination date, always provided that nothing in this section shall restrain you from engaging or being interested as aforesaid in any business in so far as your duties or work relate principally to services or goods of a kind with which you were not concerned during the period of 12 months prior to the termination date; or
(ii) Have any direct or indirect dealings with any client of CloudScouts or CloudScouts related companies for the purpose of providing any relevant services; or
(iii) Canvas or solicit or entice away any client of CloudScouts or CloudScouts related companies for the purpose of providing any relevant services; or
(iv) Solicit, induce or entice away from CloudScouts or CloudScouts related companies, any employee

CloudScouts will be entitled to legal remedy to the full extent of the law if this clause is not adhered to in any way.

10. Governing Law

This agreement shall be governed by and construed according to the laws of India without regard to its rules on conflicts of law.

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11. General

This agreement constitutes the entire agreement of the Parties on the subject hereof and supersedes all prior understandings and instruments on such subject. This agreement may not be modified other than by a written instrument executed by duly authorized representatives of the Parties.

No waiver of any provision of this agreement shall constitute a waiver of any other provision(s) or of the same provision on another occasion. Failure of either Party to enforce any provision of this agreement shall not constitute a waiver of such provision or any other provision(s) of this agreement.

Should any provision of this agreement be held by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provision may be modified by such court in compliance with the law giving effect to the intent of the Parties and enforced as modified. All other terms and conditions of this agreement shall remain in full force and effect and shall be construed in accordance with the modified provision.



Name: Prasanth Gandlur

Title: MD, CloudScouts

Name: Mahabhashyam Chakravartula Sachith

Title: Associate

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Resolute B2B
DELIVERING MARKETING NEEDS

Date: 8/1/2020

B.com
Compt
111717028091
2019-2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. Shaik Fayaz., we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Candidate

Contact NO:-

8121631602

Resolute B2B
DELIVERING MARKETING NEEDS

Date: 8/1/2020

B.com
Comp

111717028093
2019-2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. Shobhin Vishanth, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 1st June 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Contact No
8121631602

Candidate

BCOM - Comp
2020

Resolute B2B
DELIVERING MARKETING NEEDS

/2020

B. com
compte
111717028096
2019-2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. Sushruth Reddy, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Candidate

Contact NO:-

8121631602

Regd.Office:
Wells Fargo Centre, Building 1A,DivyasreeNSLSEZ,SurveyNo.66/1Raidurga Village,
Serilingampalli,Hyderabad,India - 500032
Tes:+914040121000
Fax:+914040231100
CIN:U72200TG2006PTC051001
wellsfargo.com

Wells Fargo International Solutions Private Limited(formerlyknownasWellsFargoEGS(India) Private Limited) Wells Fargo CentreOrionIT/IT ESSEZ DivyasreeNSLInfrastructurePrivate Limited SEZ Survey. No. 66/1,Raidurga VillageSerilingampalli Mandal, RR DistrictHyderabad,India 500032
Tel:91 404032 1000
Fax:914040231100
wellsfargo.com

January15,2021

Tharun Vannan Ram
MurthyType-1 ,6/1,Air Force AcademyDundigal
Hyderabad,Telangana

OFFEROFEMPLOYMENT

DearTharunVannan,

We are pleased to offer you a position at **Wells Fargo International Solutions Private Limited (formerlyknown as Wells Fargo EGS (India) Private Limited) ("Wells Fargo"),** and your appointment shall beeffectivefromtheDateofJoiningasmentionedbelow,onthefollowingtermsandconditions:

- **Designation:** You will be designated as **Research/Remediation Analyst 1**. **Notwithstandinganythingherein**,thisofferisconditionalonWellsFargoreceivingasatisfactoryreferenceand backgroundcheck on you, as well as not having an outside activity that is in conflict with Wells Fargo's interests. On yourfirst day of employment **February 22, 2021 (DOJ)** you will need to report before 8:30 a.m. at Wells FargoInternational Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited),WellsFargo Centre, Building 1A, Orion IT/ITES SEZ, Divyasree NSL Infrastructure Private Limited SEZ,Survey.No.66/1,Raidurga Village,Serlingampalli Mandal,RRDistrict,Hyderabad500032.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towardsvarious social security schemes such as Wells Fargo's contribution to Provident Fund), would be **INR350000/-(Rupees Three Lakh Fifty Thousand Only).** Please note that tax will be deducted atsourcefromyourgrosscompensationaboveincompliancewithprevailingtaxregulations.Inaddition,youwill be covered by Wells Fargo's Variable Performance Pay plan, with an annual target of **INR 18550/-(Rupees Eighteen Thousand Five Hundred Fifty Only)**. The detailed break-up of the compensationofferedtoyouis outlinedinAnnexure 'A' tothis letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in Hyderabad. However, Wells Fargoreservestherighttotransferyoufromoneofficetoanother,atitsdiscretionduringthetermofyourservice.You may be required to work from different offices and in different shifts from time to time. Wells Fargofurther reserves the right to change your shift timings, job title, designation, corporate title, reporting linesandreportingmanager,inline withapplicable laws,during thetermofyourservice.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may bespecified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo mayrequire you to undertake the duties of another position, either in addition to or instead of the above duties, itbeing understood that you will not be required to perform duties, which are not reasonably within yourcapabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties orservices not only for Wells Fargo but also for any Affiliate/Associated Company where such duties or servicesareof asimilarstatustoorconsistentwithyourpositionwithWellsFargo.
- **Confidential Information and Inventions:** As an employee of Wells Fargo, you will have access to Wells Fargo's confidential information and you may,during the course of your employment, develop certain

information or inventions, which will become the property of Wells Fargo, or it's Affiliate/AssociatedCompany or that of its customers or partners. Accordingly you agree to sign a separate employeeinformation and inventions assignment agreement ("Employee Proprietary Information and InventionsAssignment Agreement"), Non-Disclosure Agreement and a deed of assignment as and when necessary. Wewish to impress upon you that we do not wish you to bring any confidential or proprietary material of anyformer employer or to violate any other obligation to your former employers. Also, you represent that youarenotsubject toany restrictionsthatprevent youfromworkingforWellsFargo.

- **Exclusivity of Service:** 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 indirectlyrestrictsorprohibitsyoufromfullyperforminganyofthedutiesofyouremployment,inaccordancewiththeterms and conditions of this letter. You are required to devote your full time, attention and abilities to yourjobdutiesduring workinghours, andtoact inthebestinterests of Wells Fargo and/oritsAffiliate/Associated Companies at all times during the course of your employment with Wells Fargo. Youmust not carry on, during the term of your employment, without the prior express permission of Wells Fargoor any person so authorized by Wells Fargo obtained in writing, any lecturing assignments or any businesseither alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent orotherwise in any business, trade or profession whatsoever. During the term of employment and for a periodof 1 year immediately following the expiration or earlier termination of employment, you agree not tointerfere with the business of Wells Fargo in either of the following ways: (i) solicit or attempt to solicit anyemployee, independent contractor or consultant of Wells Fargo to become an employee, consultant orindependent contractor to or for any other person or entity, or (ii) solicit any customers of Wells Fargo withwhom you had contact or whose identity you learned as a result of your employment with Wells Fargo. Forpurposes of this letter, you agree that a customer is any person or entity to which Wells Fargo has providedgoods or services at any time during the period commencing six (6) months prior to your employment withWellsFargoandending onthe dateyouremploymentwithWellsFargoends.

- **Required Absence:** Certain positions in the Company are covered by Required Absence from SensitivePositions Policy (***RA Policy***), which will be effective 1 January 2018 for International team members. Thiswill apply to you only if your role is for a Position covered by RA Policy. Coverage may change from time totime so that even if your Position is not covered now, it may be covered by RA Policy later depending onbusiness requirements. You will be separately informed if the Position is covered or will be covered by RAPolicy. If your Position is covered by RA Policy, you will be required to be away from the role for a minimumperiod of two consecutive (2) weeks or ten (10) consecutive working days per year on a qualifying period ofabsence, during which time you will not be permitted to perform sensitive task work associated with thePosition, including, but not limited to, accessing Wells Fargo systems or devices, remotely or otherwise, inrelation to such sensitive task work. Other mandatory time away requirements may apply even if thePosition is not covered by RA Policy, as set out in the Handbook. Working with HR and your manager, youmay use a combination of the following absences or assignments (only if such absences or assignments areapplicabletoyourPosition) tocomply withthe RA Policy:
    - PaidTimeOff(scheduledorunscheduled)
    - CompensatoryTimeOff
    - Leaveofabsence
    - OtherPaidTimeAway
    - Off-sitetrainingorprofessionalconferences
    - On-site training, temporary job reassignments or temporary assignments specifically designatedandapprovedbyline-of-businesssseniormanagementandthe groupriskofficer
    - Unpaidtimeoff,asappropriate

- **SeparationwithNoCause:**Eitherpartymaygivenoticeofseparationof employmentatanytime,subject to two (2) months' notice in writing. Wells Fargo, at its sole discretion has a right to waive the noticeperiod on payment of a sum of money equal to two (2) month's salary in lieu thereof. Following anyterminationoftheperiodofEmployment,youshallfullycooperatewithWellsFargoinallmattersrelatingto the winding up of pending work on behalf of Wells Fargo and the orderly transfer of work to otheremployees of Wells Fargo. You agree that all property, including, without limitation, all equipment, tangibleproprietary information documents, books, records, reports, notes, contracts, lists, computer disks (andother computer-generated files and data) and copies thereof, created on any medium and furnished to,obtained by, or prepared by you in the course of or incident to your Employment, belongs to Wells Fargo andshallbereturnedpromptlytoWellsFargouponterminationoftheperiodofEmployment.

- **Separation for Cause:** At any time, by notice to you specifying the reason for termination, the Wells Fargomay terminate your employment for cause. Termination for “cause” means the failure on your part toproperly carry out your duties after notice by the Wells Fargo of the failure to do so and an opportunity foryou to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft,fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful andpersistent misconduct byyou involvingtheproperty, business or affairsof theWells Fargoor thecarryingout of your duties. Wells Fargo shall only pay you all fixed compensation then due and owing, together withaccruedvacation payand benefitspriortothe dateoftermination.
- **Code of Conduct:** Your appointment at Wells Fargo would require you to be bound by the prevailing codeofconduct,rules,regulations,policies,proceduresandguidelinesofthe WellsFargo.
- **Wells Fargo’s Employee Handbook:** The provisions of the Wells Fargo International Solutions PrivateLimited (formerly known as Wells Fargo EGS (India) Private Limited) Team Member (employee) handbook(asamendedfromtimetotime)shallgovernyouremploymentexceptsofarastheyareinconsistentwithth etermsof thisletter.Youwillbeprovidedaccess toWells Fargo’sTeamMemberhandbook viatheWellsFargo intranet once you have joined Wells Fargo. Your appointment with Wells Fargo would require you tobe bound by all rules; regulations and guidelines issued by Wells Fargo from time to time, in relation topersonal and professional conduct, and discipline. You are also required to sign the “Code of Ethics andBusiness Conduct.” Your acceptability of these agreements and compliance to rules, regulations and policiesshallalsobe deemedtobeapart ofemploymenttermsat WellsFargo.

- **Miscellaneous: Wells Fargo assumes that the information provided by you in all aspectsrelated to your background check or otherwise is accurate and comprehensive. In the event,the information provided by you is found to be false or fraudulent, Wells Fargo shall haveright including but not limited to revoke this offer letter or terminate your employment withWells Fargo, as the case may be.** In case any provisions or part thereof in this letter is held to be invalidor unenforceable by any court of competent jurisdiction, it will not affect the validity or enforceability of theremaining provisions or parts thereof. The information contained in this letter of appointment is 'Personal &Confidential'.Thislettercontainssensitive,personalandconfidentialinformationanditscontentsarenottobe shared with or divulged to other Wells Fargo employees excepting your supervisor(s) or the HumanResourcesDepartment.

ForWellsFargoInternationalSolutionsPrivateLimited(formerlyknownasWellsFargoEGS(India)PrivateLimited)



ChandrasekharNarayanaBhatta
Authorized

SignatoryAgreedtoandacce

ptedby:

TharunVannanRamMurthy
PrintedNameandSignature/Date

WellsFargoInternationalSolutionsPrivateLimited(formerlyknownasWellsFargoEGS (India)PrivateLimited)
Wells Fargo
CentreOrionIT/IT
ESSEZ
DivyasreeNSLInfrastructurePrivate Limited SEZ
Survey. No. 66/1,Raidurga
VillageSerilingampalli Mandal, RR
DistrictHyderabad,India 500032
Tel:91404032 1000
Fax:914040231100
wellsfargo.com

Annexure'A'

CompensationandBenefitsSummary

January15,2021

TeamMemberName: TharunVannanRamMurthy**De signation:** Research/Remediation Analyst
1**GradeCode:** RRAN1

Yourtotalannualcompensationpackageisasfollows:

SalaryHead	**MonthlyINR**
Basic	22000
FlexibleAllowance	5062
ProvidentFund(EmployerContribution,12%ofBasic)	2400
Gratuity(4.81%ofBasic)	962
TotalMonthlyGross	**30424**
	AnnualINR
TotalAnnualFixedCompensation	**350000**
VariablePerformance Pay*	18550
TotalCosttoCompany	**364550**

InsuranceBenefitsandotherbenefitsshallbeprovidedtoteammembers,aspertheexistingCompanypolicyandmay be amended from time to time. Any statutory benefits (including, but not limited to maternity leaves whereapplicable)thatmaybeprovidedundertheapplicablelawswillalsobeavailabletoeligibleteammembers.

Notwithstanding anything herein, Wells Fargo may at its sole discretion amend or repeal discretionary benefitswithout giving any notice to team members. It is hereby declared that benefits provided to team members (exceptTotalfixedCompensation)arenottheconsiderationoftheemployment.Currently,InsuranceBenefitsareasunder:

- Group Medical Insurance = INR 5,00,000 for all Team Members (Coverage for Team member, Spouse,Children and Parents). Parental Medical insurance limit would be INR 200,000. This is a sub-limit of theoverallannual benefitlimit andwill covereither oneorbothparents.
- PersonalAccidentCover=3timestotalannualfixedcompensation
- Termlifecover=3timestotalannualfixedcompensation

- Please note that the above mentioned sum towards the Variable Performance Pay (“VPP”) is not anentitlement but a discretionary pay out and therefore, an indicative number, which will vary from year toyearbasedonyourperformanceandtheperformanceoftheCompanyandparentcompany.Thisvariationwill also impact the Total Cost To Company and the figure will change accordingly. You may further notethatpayout ofVPP shallbe onpro-ratabasisforpartialyearworked.
- The Variable Performance Pay (VPP) mentioned in the offer is only an indicative number. The actual VPPpay-out is subject to change basis several factors, and shall be decided by Wells Fargo at its discretion. Inorder to be eligible for VPP payout, you should be employed for more than 3 (three) months of theperformance period. Team members that are no longer on company payroll or are serving notice period asonthe VPP payout datewillnot beeligibleforthe VPP payout.

WellsFargoInternationalSolutionsPrivateLimited(formerlyknownasWellsFargoEGS (India)PrivateLimited)
Wells Fargo
CentreOrionIT/IT
ESSEZ
DivyasreeNSLInfrastructurePrivate Limited SEZ
Survey. No. 66/1,Raidurga
VillageSerilingampalli Mandal, RR
DistrictHyderabad,India 500032
Tel:91404032 1000
Fax:914040231100
wellsfargo.com

Annexure'B

ListofDocumentstobesubmittedpriortojoiningWellsFargo

SNo.	Description
1	Educationprovisionalcertificateandmark sheets of the highest qualifieddegree/professionalqualification.
2	Experience Certificate and RelievingLetter (and/or Acceptance ofresignation letter) of last twoemployers.
3	Copy of passport (first and lastpages)
4	Two(2)passportsizephotographs
5	A self-attested copy of the PAN(PermanentAccountNumber)card.

Resolute B2B
DELIVERING MARKETING NEEDS

Date: 8/1/2020

B.Com
Compt
111717028099
2019-2020

LETTER OF INTENT

Congratulations!!

Welcome to Resolute B2B. T. Srinedh, we are pleased to let you know that you have been selected as a Trainee Lead Generation Executive

You would be required to report to our office premises on 8th May 2020 along with your certificates & documents for the Pre Joining formalities.

We are looking forward to having you on board!!

Wishing you best of luck.

HR

Deborah

Contact No:
8121631602

Candidate

Manpower
Manpowergroup Services India Pvt. Ltd.
1-8-384 & 385, 2nd Floor, Gowra Grand,
S.P. Road, Begumpet,
Hyderabad – 500003,Telangana

Date: 07-Dec-20

Subject: - Offer Letter for Fixed Term Contract assignment
Location: - Hyderabad

Dear P Keerthi Vaishnavi

Congratulations on your new assignment with **Manpower Group Services India Pvt Ltd**.

With reference to your interview with us, we take pleasure in offering you the position of **Procurement Specialist.** In this regard, you will be based at **Hyderabad** and you will be assigned to **Danisco India Pvt Ltd.**

Start date of Assignment	**: 09-Dec-20**
End date of Assignment	**: 08-Jun-21**
CTC Per month	**: Rs 16500/-**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law. All taxes will be deducted as applicable by law.

Appointment letter and other terms and conditions of the contract would be provided after Acceptance of the offer letter, received by Manpower.

Kindly send the signed and accepted duplicate copy of the offer letter within 7 days of the start date, failing which it will be treated that this offer stands withdrawn automatically.

{Note: In case of BGV falls negative offer will be revoked}

 _____ Signature	_____ Signature
Authorised Signature	**Accepted By** **P Keerthi Vaishnavi**

Annexure – I

Component	Monthly	Annual
Basic	10969	131628
HRA	2620	31440
Bonus	914	10968
Gross	**14503**	**174036**
Employer Contribution		
PF Contribution	1316	15792
PF Admin Charges	**55**	**660**
EDLI Admin Charges	**55**	**660**
ESI Contribution	**471**	**5652**
Insurance Charges	**100**	**1200**
CTC	**16500**	**198000**
Employee Deductions		
PF Employee Contribution	1316	15792
ESI Employee Contribution	109	1308
P Tax	0	0
Net Take Home	**13078**	**156936**

Income tax and Professional tax as applicable will be deducted. All taxes will be deducted as applicable by law. Your salary is strictly confidential.

 _____ Signature	_____ Signature
Authorised Signature	**Accepted By** **P Keerthi Vaishnavi**

GlobalLogic®
A Hitachi Group Company

Date : 18-Nov-2021

B Durga Prasad Chary
House No 186,lal Bazar, Trimulgherry, Secunderabad, Telangana 500015

Dear Durga,

Subject: Offer of Employment with GlobalLogic Technologies Private Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at Globallogic Technologies Private Limited (hereinafter "GlobalLogic" or "Company"). You will be based in and work from Hyderabad however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **22-Nov-2021.** Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
2. You shall be required to work for 9 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply.
3. At the time of tendering resignation you shall be required to give **Thirty (30) days** notice in writing. Your services in the company shall be terminable by giving **Thirty (30) days** notice or Basic salary in lieu thereof as per discretion of the management. Your last working day will be subject to the fulfillment of notice period, proper handover and any other conditions as may be communicated to you in writing by the Company

4. This offer letter is subject to further conditions that:

a) Your employment is subject to your approval and signing of our Non Disclosure Agreement (NDA) at the time of joining.

b) Your appointment is contingent upon successful completion of a background check as per GlobalLogic and Client Background check verification process.

c) We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

d) This offer is valid up to **subject to your joining GlobalLogic on or before the given joining date**.

5. Your confidentiality obligations are as detailed below:
   a) You must not use or disclose to any person any confidential or other potential business transactions, information relating to Company and its Clients business (including, without limitation, computer programs, manuals, source code, object code, technical drawings and algorithms, supplier or potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as “confidential”, and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge during the course of your employment. The aforementioned information shall collectively be referred to as “Confidential Information”.
   b) This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.
   c) This clause is not intended to prevent you disclosing information required by or allowed by law.

GlobalLogic®
A Hitachi Group Company

d) This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be **HR SPOC at Hyderabad location**. You are requested to report to our office situated at (**GlobalLogic Technologies Private Limited, Unit-3 6th Floor, Block-1, M/s DLF Assets Pvt Ltd, Codeveloper for M/s DLF Infocity Hyderabad Ltd, IT/ITES SEZ, Gachibowli Village, Serilingampally, Mandal, Ranga Reddy District.)** at 9.30 am.

For **GlobalLogic Technologies Private Ltd.**



Gorky Chenna
Authorized Signatory

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on 22-Nov-2021.

Date: Signature: _____

(B Durga Prasad Chary)

Annexure -1 Salary Structure

GlobalLogic®
A Hitachi Group Company

Name : B Durga Prasad Chary	
Designation: Associate Analyst, Content Engineering	Grade: CE02 Band: X
WEF: **22-Nov-2021**	Location : Hyderabad
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	10000
House Rent Allowance	1251
Statutory Bonus Information	1800
Special Allowance	0
ESI Information	424
Total Monthly (A)	**13475**
Total Monthly Annualised (B)	**161700**
Annual Components (In Rs.)	
Provident Fund (As per the PF Act 1952)	14400
National Pension Scheme~	0
Total Annualised (C)	**14400**
Total Fixed Annual Gross Salary (B + C)	**176100**
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	5769
Mediclaim Insurance	1100
Total of Section B	**6869**
Total CTC (Section A + B)	**182969**
Incentive Indication(per annum)**	**36000**
Max Annual Total Remuneration	**218969**

In addition to Mediclaim, employee will be covered under below additional benefits -

1. Group Term Life Insurance worth Rs. 5 Lacs,
2. Group Personal Accident Insurance worth Rs. 2 Lacs

~ An employee contribution of 0.75% will be deducted from employees in hand salary
Employer ESI contribution shall be at the rate of 3.25% of the gross salary.

*** Incentive amount is not a guaranteed amount of your CTC. It may be higher, lower or nil per the terms described herein. Only top performers are eligible to get this incentive basis their monthly/ quarterly performance. The incentive amount may also be fixed for certain specific projects. The incentive program is discretionary, subject to change and based on individual and company performance. It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.*

For **GlobalLogic Technologies Private Ltd.**

Gorky Chenna
Authorized Signatory

Signature

_____

B Durga Prasad Chary
Associate Analyst

GlobalLogic®
A Hitachi Group Company

Annexure -2

As part of the joining process, you are expected to get originals, for verification, of the following documents:

1. **Personal Data:**

    a. Passport
    b. 8 Photographs (Passport size)
    c. PAN No. Details. In case of non-availability of PAN, photocopy of application.
    d. Mark Sheets and Certificate of Class X & Class XII
    e. Graduation Certificate
    f. Post Graduation Certificate
    g. Mark sheets for all semesters during Graduation & Post Graduation
    h. Mark sheets and Certificates of Diploma(s)
    i. Mark sheets and Certificates of any training(s) attended
    j. Any other additional diplomas/certificates (Mark-sheets)
    k. UAN (Universal Account Number)
    l. AADHAR Card mandatory

2. **Previous Employment Record:**

    a. Relieving Letter and Work Experience Certificate from all previous employer(s) showing duration of employment, projects worked and technology used (where ever possible)
    b. Copy of the resignation letter
    c. Salary slip/ certificate from the last employer
    d. PF Account No., Regd Address of PF Trust / Commissioner for last 2 companies Income Tax
    e. Form 16/ TDS certificate from ex-employer

For **GlobalLogic Technologies Private Ltd.**

Gorky Chenna
Authorized Signatory

Zephirum

To,

Datta Manikanta

manikantamani812@gmail.com

Date - 12 Jul, 2021

Offer Letter

Further to our discussion, we are pleased to offer you a position with Zephirum Research Private Limited as a 'Trainee - Derivatives Analyst'. This letter describes the basic terms of the offer subject to the mutual agreement on the terms stated below. This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the company. The company reserves the right to cancel this offer letter if any relevant information provided by you is found false or misrepresenting.

- Date of Joining - 15th July 2021
- Nature of work - Full time
- Location - Remote (Work from Home)

Your compensation package would be as per 'Annexure A'.

Please bring the original copy of the documents stated below and share the self-attested scan copy of the same –

- Educational Certificates including last semester/year mark sheet
- Pan Card, Aadhar Card, Passport
- Aadhar Card, Pan card
- Canceled cheque or the front page of your bank passbook

We look forward to a mutually rewarding relationship.

Regards,

HR

Zephirum Research Private Limited

*This offer letter is digitally signed by the organization

Annexure A

Permanent Salary	14,500 per month* The structure of your compensation plan may be altered/changed from time to time in line with the Compensation policy and practices of the Organization
Performance Bonus	15% of the Trading Account Profits payable monthly The Performance Bonus is based on the Net Liquidating Value of the trading account on the last day of the month.
Training Period	One Month
Training Period Stipend	No stipend during the training period

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B.Com (IAF), (2020)

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

1117170300001

11/09/2020

Ms. A E Glory Sharon
1-4-190/6B/F2 , Bhaskar Rao Nagar
opposite to Agatha Nursing Home, Sainikpuri,
Hyderabad - 500094

Subject: Offer of Employment

Dear A E Glory Sharon:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 30, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 30, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

A E Glory Sharon, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory

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Ms. A E Glory Sharon

Acceptance

I, **A E Glory Sharon**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
A E Glory Sharon
83B364FDE43749C...

Signature

11/09/2020

Date

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Annexure A

Ms. A E Glory Sharon

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	8,750	1,05,000
House Rent Allowance (HRA)	4,375	52,500
Special Allowance[1a & 1b]	4,175	50,100
Leave Travel Allowance[2]	875	10,500
Meal Card[3]	2,200	26,400
Differential Allowance(L)	2,825	33,900
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	25,000	3,00,000
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	1,870	22,440

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1] All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a] *Communication Expenses*	[1b] *Fuel Expenses*
Employee in Level - Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Insurance / Repairs & Maintenance*
	Rs.3,000/- per month	Rs.7,500/- per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

A E Glory Sharon

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. ***Pre-existing Agreements or Arrangements.*** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of *Proceedings*.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

elope ID: CA103EEE-F4D4-4CD9-BFB2-15FFC66ED49E

Signatory, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. **Authorization**. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. **Authorization to Access *Systems* and *Electronic Communications and use of Deloitte Property.*** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems.* I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property.*

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity,* transmitting *Deloitte Property* to me (*e.g.*, emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity.*

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

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possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security**. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of *Works*.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

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period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. ***Pre-existing Creations; Personal Creations.*** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. **Post-*Employment* Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.

13. **Exceptions to Post-*Employment* Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

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remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. **Post-*Employment* Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. **Notification of Post-*Employment* Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*

Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.

22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in **[HYDERABAD:** Hyderabad, Andhra Pradesh, India] **[MUMBAI**: Mumbai, Maharashtra, India] **[BENGALURU**: Bengaluru, Karnataka, India] **[GURGAON**: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to

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the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.

28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

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I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of **November 30, 2020,** I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity.*

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems,* equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

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Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement,

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including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE & TOUCHE ASSURANCE & ENTERPRISE RISK SERVICES INDIA PRIVATE LIMITED

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory _____ Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client	Specified Kind of Services(s) Permitted

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms.

Signature _____ Name _____ Date _____

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India.*

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)'s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

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In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.

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- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **November 30, 2020**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name

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IAF (2020).

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

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11/02/2020

Ms. K Chandrika
2-2-220/16, Street no : 3 , Royal Enclave
Near Marwadi Temple,Macha Bollaram,Alwal,
Hyderabad - 500010

Subject: Offer of Employment

Dear K Chandrika:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad.** We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 16, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 16, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

K Chandrika, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory

ID: 6D2598D6-9DE2-4E3A-A3F6-3852ADFC2283

Ms. K Chandrika

Acceptance

I, **K Chandrika**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Chandrika
C8B399BF7BE24AE...

Signature

11/02/2020

Date

Telebu

B.Com (IAF), (2020)

Date : 17-Aug-20

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Sub: Letter of Appointment

Dear **Neha Kumari,**

With reference to the discussion we had with you, we have pleasure in appointing you as **Business Development Executive** with effect from **17-Aug-20.** Your yearly compensation in terms of cost to the company will be **Rs. 270000.00 (In Words Two Lakhs SeventyThousand Rupees) per annum**. The details for which are provided in Annexure 1, Annexure 2 and Annexure 3.
We welcome you to **Telebu Communications LLP** and strongly feel your membership will enhance the value of the company.

You will be under probation for a period of 3 months. Your services can be terminated without notice if during the period of your probation you are found lacking in aptitude and /or ability. Your services are subject to transfer to any of the divisions of the company in the country/abroad.

You are required to enter into a detailed agreement with the company comprising the terms and conditions of your employment, which will be presented to you separately.

Kindly acknowledge on the email containing the following documents as a token of your acceptance of our offer

a) Appointment letter
b) Terms and Agreements
c) Employee Confidentiality and Non-Solicitation Agreement
d) Proprietary Information and Inventions Agreement

We look forward to having you with us at **Telebu Communications LLP.**

Wishing you a long and mutually beneficial relationship,

Yours Truly,
With Warm Regards,

TELEBU COMMUNICATIONS LLP HYDERABAD

Madhuri Yeleswarapu
ManagerHumanResources

TELEBU COMMUNICATIONS LLP

SurveyNo.91,SundarayyaVignanaKendram,3rdFloor,TechnicalBlock,MadhavaReddyColony,Gachibowli,
Hyderabad, Telangana-500032. Phone: +91 40 23120000, LLPIN: AAM-8005 www.telebu.com

Telebu

TERMS AND CONDITIONS

The company having appointed **Neha Kumari** as **Business Development Executive** vide appointment letter dated **17-Aug-20,** now enters into an agreement on the following terms and conditions.

1. You will hierarchically report into our office at Hyderabad, but you will also be liable to be assigned at any other office or branch of the Company or any of its associate companies or any of its clients in India/abroad.

2. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred or promoted in the future.

3. The hours of work and holidays will be in accordance with the Company's Rules.

4. You will be entitled to paid leave in accordance with the Company's Rules as mentioned in Annexure-3.

5. You shall devote the whole of your time and attention to performing your duties during office hours as set forth in the Company's Rules and use your best endeavors to promote the interests of the Company and your conduct at all times shall be such as not to damage the interests or reputation of the Company.

6. During your period of employment by the Company, you will not engage in any business or other activities nor shall you engage in any such activities as would interfere with the performance of your duties and obligations under this agreement.

7. You shall faithfully observe all the Company's rules and comply with all reasonable orders of your superiors and attend to your duties punctually at such place or places as may be required. You shall also abide by and implement all the Company's rules as are applicable from time to time.

8. You will not enter into any commitment, dealing or obligation on behalf of the Company, unless empowered by a resolution of the Board of Directors of the Company.

9. You shall inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the Company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.

10. Your employment can be terminated by the Company without any notice or payment of any kind in lieu of notice in the following cases –

Telebu

A. Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence on your part in discharge of your duties or breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the Company's rules:

B. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude; or

C. Your death or total disability.

11. Subject to the right of the Company to terminate this employment in accordance with the above clause, it may be terminated either by the Company or yourself by giving one month's notice to the other or may be terminated immediately by the Company without any notice by paying you the equivalent of one month's remuneration.

12. For the employees under probation period, the terms and conditions of probation will apply i.e., the services of employee under probation can be terminated without notice if during the period of probation he/she is found lacking in aptitude and /or ability.

13. Upon your retirement or the termination of your employment by the Company, however the termination may occur, you will promptly return to the Company all documents, files, notes, lists, rolodex cards, credit cards, computer disks, recordings, print-outs, drawings, and the like (including, without limitation, any materials reflecting or containing Confidential Information) that are in your possession or under your control and that relate to the operation and business of the Company. You shall not be entitled to retain any duplicates or summaries of or notes on any of the foregoing.

14. Upon your retirement or the termination of your employment by the Company, however the termination may occur, you will not join any firm handling similar kind of services or selling similar kind of products or are involved in development of any similar products or services as offered by this Company for a period of one year.

15. This appointment letter constitutes the entire understanding between you and the Company relating to your employment by the Company and supersedes and cancels all prior written or oral agreements and understandings with respect to the subject matter of this appointment letter. This appointment letter may be amended by a subsequent written agreement of you and the Company.

16. The employee shall at all times during the period of employment or thereafter, hold in strict confidence the trade secrets, confidential knowledge ,data or other information of the company including the information relating to the products, processes, know-how, design, formulae, methods, Samples, development or experimental work, improvements, discoveries, any plans, suppliers and customers, prices and costs and information regarding the skills and remuneration of the employees of the company and shall use the same only for the benefit of the company and shall not disclose it to any other person, firm or company.

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17. The employee shall owe full allegiance to the company at any stage and shall not discuss or divulge or part with or communicate to any third party in any manner whatsoever any information relating to administrative or financial position, operational reviews or plans, technical or non-technical which also includes software, hardware, database technologies, systems, ideas, designs, methodologies or results thereof or any other information of confidential or proprietary or general nature, which may come to the employee possession or knowledge during the course of employment with the company.

It will be the employee's personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

18. The product developed and is being developed by the company and its employees during the employment being the intellectual property exclusively belong to the company and since employees cannot claim any right in the intellectual property developed during their employment or any idea or formation or design at the cost of the company.

19. If the employee either during the employment and/or thereafter infringes the company's rights by violating the clause with regard to secrecy and confidentiality is liable to reimburse the company the liquidated damages as assessed by the company.

20. The employee shall maintain proper records of all proprietary information developed by him and all inventions made by him during the course of his employment with the company and the same shall be made available to and remain the sole property Of the company.

21. The employee shall not carry documents including the copies thereof, manuals, records, floppies, CDs Storage Drives,Data,Notes Reports, Proposals,Lists,Correspondence,Drawings, Blue prints, Sketches or any other material whatsoever belonging to the company out of the office premises, except with the consent of the company in writing.

22. During the period of the employment with the company ,the employee shall not engage in any other project/product development activity whether it is directly related to the business of the company and conflicting with the interest of the company and whether on remuneration or not and either on part-time or not. The employee shall not solicit the business of any client or customer of the company except on its behalf.

23. If the employee commits breach of all or any of the terms and conditions in this agreement, he shall be liable to reimburse the company the liquidated damages quantifiable by the company on the basis of the loss sustained and also on the probable market loss on account of such breach.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Telebu

24. Any subsequent changes or changes either in regard to duties or nature of work or emoluments of the employees shall not affect the validity of this agreement.

25. This agreement shall be governed by and interpreted under, the laws of India applicable to contracts made and to be performed therein, without giving effect to the principles of conflicts of law. The parties hereto, hereby agree that any legal suit action or proceeding arising out of or relating to this agreement must be instituted in the courts of Secunderabad and Hyderabad.

26. The employee has executed this agreement with his own free will and consent. There is no coercion whatever from any quarters.

27. In witness thereof, the parties have signed on their behalf hereunder in token of the acceptance of the above terms and conditions laid down under this agreement.

With Warm Regards,

TELEBU COMMUNICATIONS LLP HYDERABAD

Madhuri Geleswarapu
ManagerHumanResources

Signature of the employee

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Annexure 1
Name: Neha Kumari
Employee ID: 80269

Total Compensation Breakdown

Allowances and perquisites	Monthly	Annually
A) Basic Pay		
Basic Salary	12375.00	148500.00
B) Choice Pay		
House Rent Allowance (HRA)	4950.00	59400.00
Periodicals Allowance	0.00	0.00
Children Education Allowance	0.00	0.00
Leave travel Allowance	0.00	0.00
Communication Allowance	0.00	0.00
Meal Card Allowance	0.00	0.00
Vehicle Allowance	0.00	0.00
Special allowance (balancing figure)	3375.00	40500.00
C) Retirement Benefit		
Employer's contribution to Provident Fund	1800.00	21600.00
Gross Total Salary & Perquisites (A+B)	**20700.00**	**248400.00**
Total Cash Compensation (A+B+C)	**22500.00**	**270000.00**

With Warm Regards,

TELEBU COMMUNICATIONS LLP HYDERABAD

Madhuri Yeleswarapu
ManagerHumanResources

Signature of the employee

Telebu

Salary and Conditions:

1. It is a policy of the Company to conduct performance reviews annually, upon completion of one year from the date of joining. Salary increases are dependent on individual performance. The salary increases will be effective from the month following completion of annual review as stated above. Any decision to implement any salary increase or any other change in your compensation at any time is in the sole and absolute discretion of the Company.
2. You will be eligible for the Company's employee benefit program, which is over and above total compensation. Package of benefits is shown in Annexure 2 of this document.

Annexure - 2

Compensation & Benefits

Telebu Communications LLP salary structure enables employees to receive maximum benefit of their salaries by claiming the amounts against bills as a reimbursement under the Flexible Benefit Plan. This is keeping in line with the provisions in the Income tax rules.

Basic Salary
You will receive a basic salary equal to 55% of your Total Fixed Salary. Basic salary is a taxable component and will be taxed as per the India tax regulations

Allowances
Salary components like telephone allowance, vehicle allowance mentioned in compensation breakup is paid as part of the monthly reimbursement. These amounts can be made tax exempt on submission of relevant bills against them. The detailed provisions and guidelines for same will be shared during induction.

- **House Rent Allowance** - HRA would be credited as a monthly amount in the salary and is exempt from tax on production of rent receipts.
- **Leave Travel Allowance** - This amount is fixed as per government rules. This amount is paid every month after the employee joins and supporting bills can be submitted later. Supporting bills are required to make the LTA amount tax exempt. LTA can be claimed once in two years..
- **Vehicle Allowance** - Tax exemption can be claimed if employee uses his own transport by submitting fuel bills and maintenance bills of motor vehicle specified as per Income Tax rules, which are two wheeler and four wheeler only.
- **Special Allowance**- The flexibility to alter the special allowance based on the various options on Children Education Allowance, Children Hostel Allowance, Periodicals Allowance provided in Total Compensation Breakdown.

Retirement Scheme – Telebu Communications LLP will contribute to the Provident Fund as mentioned in the breakup above.
Kindly Note: All the components in the salary structure will be paid on monthly basis.

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Annexure - 3

Additional Benefits		
Benefits	**Coverage Amount/Details**	**Additional Comments**
1. Medical Insurance	**Rs. 2, 00,000 + 1 ,00,000 Corporate Buffer / per year**	The Company will insure you and maximum of 4 immediate dependents for an amount of Rs. 2, 00,000 + 1, 00,000 corporate Buffer/per year. Details would be made available on joining.
2.Leaves	**18 days of Earned Leave**	Earned Leaves can be carried forward to next year (Maximum of 12 days)
3. Paid Holidays	**12 Days**	As the notifications from respective agencies and may be modified as deemed necessary

Kindly note the above benefits are may be subjected to change or revision, as deemed necessary by the company.

B.Com (IAF). 2020.

wipro

APPOINTMENT LETTER

111717030016

17 Jul, 2020

Dear **Paruchuri Geethika Sravani,**

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst.** 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. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - Trainee-**Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.

   c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.

   d. The retirement age is 58 years

   e. 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.

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.07.17 11:27:26 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

f. 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.

g. 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.

h. 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 subjected to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

*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.

a. **Your salary offer will be revised on an annual basis provided you attain minimum performance level as per the performance management policy and academic scores as mentioned in clause 11, as per the table below:**

Period	Annual Salary
First year	INR 2.5 Lakhs
Second year	INR 3.5 Lakhs (*)
Third year	INR 5.0 Lakhs (*)

(*)The increase in compensation at the end of each year of study will be at the discretion of Wipro subject to your satisfactory progress of study, on-the-job performance, acquisition of skills, behavior, regularity and punctuality in attendance for classes and regular work.

In the event the salary is revised, it shall be effective from the 1st of the succeeding month and will be credited on 1st of next succeeding month. For example, if an employee joins on 10th April 2020 and successfully finishes Year 1 and the company decides to revise his salary, the Year 2 salary would be effective from 1st May 2021 and will be credited on 1st June 2021.
Similarly, if an employee successfully finishes Year 2 and the company decides to revise his salary, the Year 3 salary would be effective from 1st May 2022 and credited on 1st June 2022.

b. Apart from the standard salary components, **Financial Analysts** 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. 2 lacs per annum.

Date: __/___/_____ Signature:.....

IAF (2018)

ADP Private Limited
Registered office: 2-91/14/3-5/C, Laxmi Cyber City, Block C, Kondapur, Serilingampally, Hyderabad, Telangana 500084; Phone : +91 406757 0000
adp.com

Ms. Patricia Chris Banja,
#301, Shivam-2,
GK Colony, Neredmet,
Hyderabad 500056.
Phone : 9000246903

111717030017

Dear Patricia Chris,

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

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

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

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

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

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

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

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

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

Best Regards,

ADP Human Resources

Always Designing for People™

ADP Private Limited
Registered office: 2-91/14/3-5/C, Laxmi Cyber City, Block C, Kondapur, Serilingampally, Hyderabad, Telangana 500084; Phone : +91 406757 0000
adp.com

14 October, 2020

Ms. Patricia Chris Banja,
#301, Shivam-2,
GK Colony, Neredmet,
Hyderabad 500056.

Dear Patricia Chris,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Process Associate
Grade:	G1 L1
Date of Joining:	On or Before 23 November, 2020
Compensation:	Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be at **Hyderabad**. However, your services are **transferable and** you may be assigned, to any location in India or abroad where **the Company** or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

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Details of Compensation

Name: Patricia Chris Banja
Position: Process Associate
Grade: G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
B. Bonus (20% of Basic Salary paid monthly)	938	11,256
C. Standard Benefits		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
Gross Compensation (A+B+C)	15,625	**1,87,500**

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0%	100%	175%
		0	22,500	39,375
EOC Allowance		15,000		
Total CTC (Gross + VPI + EOC Allowance)##		**2,25,000**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Child Education Allowance*
**** PF will be deducted as per the statutory norms*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI payout
Tax will be applicable as per Tax Slab & Tax Regulations

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Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews.

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Patricia Chris Banja

Building No. 3, SP Infocity, Phursungi, Pune-Saswad Road, Pune - 412308, Ph: +91 20 6757 5444
CIN: U72200TG2015PTC101168

9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.
For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit and ADP, which will be paid as a one-time amount every year as per the organization's variable performance Incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Background Checks / Advanced Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, address verification, criminal screening, educational and employment verification, and reference checks. Additionally, ADP may require Advanced Background Checks which screen for longer periods of time and involve additional jurisdictions. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

14. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

Patricia Chris Banja

Building No. 3, SP Infocity, Phursungi, Pune-Saswad Road, Pune - 412308, Ph: +91 20 6757 5444
CIN: U72200TG2015PTC101168

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15. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

Patricia Chris Banja

Building No. 3, SP Infocity, Phursungi, Pune-Saswad Road, Pune - 412308, Ph: +91 20 6757 5444
CIN: U72200TG2015PTC101168

Cognizant

Ref No: 17869238
15-Sep-2021

Podishetty Sravani

Dear **Podishetty**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 180,003**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **15-Sep-2021**.

Please note:
- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature: P. Sravani **Date**: 15/09/2021

Cognizant

Compensation and Benefits

Name: Podishetty Sravani **Designation:** Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	2412	28,944
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	374	4,488
	Annual Gross Compensation		**180,003**
	Annual Total Compensation		**180,003**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**199,503**

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

P. Sravani

 # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 15-Sep-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

P.Sravani

Podishetty Sravani, ____(Age) ,residing at _____
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or

meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

P. Sravani

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,

b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,

c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,

d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and

e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

P. Sravani

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the

applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

P. Sravani

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account

or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

P. Sravan

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be

construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

P. Sravani

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with

respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited **Podishetty Sravani**

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature: P. Sravani **Date**: 15/09/2021

B. Com (JAF)
2020.

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

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March 30, 2020

Shiksha Dixit
India

Dear Shiksha,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than two decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) **Accounting Processor, III, reporting to Shiv Raj** Achari Boragapo, Lead Global Accounting Operation Center **Accountant, with a start date to be determined.**

Our offer to you includes a gross monthly salary of INR 29,200 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Annual Review Process
You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

Benefits Program
We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

Place of Work
You will report into Qualcomm's Hyderabad office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is

given to ensure that you are complaint with the best practices followed by Qualcomm- on a worldwide basis.
Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Confidentiality
You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes
Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period
You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).

During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu of notice if it has reasonable grounds, including deficiency in performance, misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement or any applicable laws. You shall return to Qualcomm all company property in your possession upon the cessation of employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you based on the information/representations made by you in your resume, application and/or the personal information sheet (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.) and that this offer, and your employment with Qualcomm is contingent on such information being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any information provided in your resume, application and/or personal information sheet is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential

information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.

Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations
In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that you employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law
This offer and the employment agreement resulting from it's acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety
This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:
This offer of employment will remain valid until April 30, 2020. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Shailesh Kumar at kumarsha@qti.qualcomm.com and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Shailesh Kumar at +91-98-6642-2634.

Congratulations and welcome to Qualcomm!

Sincerely,
Qualcomm India Private Limited

Shailesh

Shailesh Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: Shiksha

PRINT NAME: Shiksha Dixit

DATE: 18th April 2020

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

PROPOSED START DATE: 6th July 2020

Annexure to the Appointment Letter

Name:	Shiksha Dixit
Designation:	Accounting Processor, III
Location:	Hyderabad
Gross Pay (annually):	**INR 350,400**
Gross Pay (monthly):	**INR 29,200**

Gross Pay Components		**Per Annum Rs.**		**Per Month Rs.**	
Basic Pay		INR	140,160	INR	11,680
House Rent Allowance		INR	56,064	INR	4,672
Flexible Benefit Plan		INR	154,176	INR	12,848
Leave Travel Allowance		INR	14,016	INR	1,168
Special Allowance		INR	140,160	INR	11,680
Gross Pay Sub-totals		**INR**	**350,400**	**INR**	**29,200**

"Note: After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year."

Retirals					
Employer Contribution to Provident Fund	12% of Basic Pay	INR	16,819	INR	1,402
Gratuity	4.81% of Basic Pay	INR	6,742	INR	562
Retirals Sub-Totals		**INR**	**23,561**	**INR**	**1,963**
Cost to Company (Gross Pay + Retirals)		**INR**	**373,961**	**INR**	**31,163**
Company Paid Standard Benefits					
Mediclaim		INR	31,000		
Personal Accident Insurance		INR	1,550		
Group Term Life Insurance		INR	2,700		
Total CTC (Gross Pay + Retirals + Co.Pd Std Benefits)		**INR**	**409,211**		
New Hire Restricted Stock Unit Value		USD	$ 1,500		

Qualcomm

March 30, 2020

Shiksha Dixit
Flat no. 403 Ushodaya? Apartment,
HYDERABAD, Telangana
India

Dear Shiksha,

Congratulations on receiving an offer of employment from our subsidiary, QUALCOMM India Private Limited. As the parent company of your employer, we at Qualcomm Incorporated ("Qualcomm" or the "Company") will offer you the opportunity to accept a grant of restricted stock units (RSUs) equal to **USD 1,500.00**, subject to obtaining necessary approval required under the Company's 2016 Long-Term Incentive Plan ("LTIP"). The number of RSUs to be granted will be determined by dividing **USD 1,500.00** by the fair market value (as defined by the LTIP) of Qualcomm common stock on the Company's next quarterly grant date (February 20, May 20, Aug 20 or Nov 20) following the month of your start date, rounded up to the nearest whole share. The grant of these RSUs will be subject to all of the terms and conditions of the LTIP and a Grant Notice and Award Agreement approved by the Company's Compensation Committee with one-third of the RSU vesting after one year and semi-annual vesting thereafter until fully vested in three years.

Please be aware that the Company reserves the absolute right in its sole discretion to suspend, modify, cancel or terminate the LTIP at any time without compensation to you or any other of the participating employees. Your participation in the LTIP is entirely voluntary and the benefits that are afforded under the LTIP do not form an employment contract with the Company or its subsidiaries. The RSUs are not part of your salary or other remuneration for any purposes, including for purposes of computing payment during any applicable notice period, payment in lieu of notice, severance pay, other termination compensation or indemnity (if any) or any similar payments. You remain responsible for complying with any applicable legal requirements in connection with your participation in the LTIP and for any taxes arising as a result of the RSU grant, including without limitation, the vesting of your RSUs, the subsequent sale of your shares and the receipt of any dividends or dividend equivalents (regardless of any employer tax withholding and/or reporting obligations). Further, we recommend that you seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSU grants that may be made to you.

This letter and any RSU grant made to you shall be governed under U.S. federal and California state law (but not including the choice of law rules thereof). The federal and/or state courts of the State of California, County of San Diego, shall have exclusive jurisdiction to adjudicate any dispute arising out of this letter or any RSU grant made to you. Please note that the Company can grant the RSUs to you, in its sole discretion, only if and as long as it is permitted and feasible under the laws of your country and the

U.S. If local or U.S. laws make the grant of the RSUs illegal or impractical, the Company will inform you as soon as possible.

You agree to execute any necessary or appropriate additional agreements, documents or instruments in connection with any RSU grant under the LTIP which is required in order to participate in any equity compensation plan offered by the Company.

Should you have any questions with respect to the content of this letter, please do not hesitate to contact Stock Administration at stockgrants@qualcomm.com.

Once again, congratulations on your offer to join the Qualcomm family!

Sincerely,

Qualcomm Incorporated

B. McC

By: _____

Bill McClelland
SVP, Human Resources

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FACTSET) SEE THE ADVANTAGE

16/10/2020

Shivani Sunil

H.no: 5-9-240/26/1/1, Shaili Gardens, Yapral, Hyderabad - 500087

Offer of Employment

Dear **Shivani**

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Research Analyst** with effect from **19 October, 2020** . You will be based in our **India, Hyderabad, DVS, SEZ-3 - Orion B4,5; FL 8,10 (Hyderabad - Divyasree 2)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **2,57,700** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B.**

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

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2020

Legato
An Anthem company | Health Technologies

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27-Oct-2020

Sudheeshna Mary Thumma
Hyderabad

Reg: Offer of employment

Dear Sudheeshna,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only**) less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **16-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Sudheeshna Mary Thumma
Date:

Legato

Annexure – A

Associate Name: Sudheeshna Mary Thumma		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Sudheeshna Mary Thumma
Date:

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B. Com (IAF), (2020)

Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

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08/31/2020

Mr. Ashish Kumar
Flat No: 301, Shri Krishna Homes, Railway Employees Colony, Bollarum,
Secunderabad - 500010

Subject: Offer of Employment

Dear Ashish Kumar:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 12, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Ashish Kumar, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

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Mr. Ashish Kumar

Acceptance

I, **Ashish Kumar**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Ashish Kumar
4B892FDFFAF8448...

09/02/2020

Signature

Date

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Annexure A

Mr. Ashish Kumar — **Associate Analyst – Government & Public Services,** Finance

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	**8,750**	**1,05,000**
House Rent Allowance (HRA)	**4,375**	**52,500**
Special Allowance[1a & 1b]	**7,000**	**84,000**
Leave Travel Allowance[2]	**875**	**10,500**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**25,000**	**3,00,000**
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium[4]	**1,737**	**20,854**

*** The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Deloitte.

Date: 08/31/2020

Conditional Hire Clause

Dear Ashish Kumar,

As a campus hire, you are required to read and acknowledge to the following clauses as applicable in two scenarios prior to you joining Deloitte USI.

Scenario 1: If your examinations are deferred BUT conducted later (owing to COVID-19 related ambiguity):

- You will need to provide regular transcripts and certificates to conduct background verification within six months post your examination.
- If your examinations are scheduled to a date later than your onboarding date with Deloitte, you will be allowed to take PTO accrued by you or go on a leave of absence.
- Any travel-related costs incurred to attend your examinations will be borne by you.
- All travel-related requests for the above will need to be planned and discussed with your manager. You will also need to follow office entry protocols as applicable (including disclosure of health and travel location).

Scenario 2: If your examinations are cancelled:

- You will need to provide provisional clearance certificate/document as deemed by your university/educational institute.
- You will need to clear other elements of the background verification.

For Deloitte Support Services India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

DocuSigned by:
Ashish Kumar
4B892FDFFAF8448...

Signature	Ashish Kumar	09/02/2020
	Name	Date

IAF (2020).

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Deloitte.

1117103032

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2020

Mr. Devarapalli Anil Kumar Dinesh
H No:4-8-730/89 , Adarsh nagar
Bolarum , Secunderabad,
Hyderabad - 500010

Subject: Offer of Employment

Dear Devarapalli Anil Kumar Dinesh:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad.** We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 16, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 16, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Devarapalli Anil Kumar Dinesh, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

Authorized Signatory

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Mr. Devarapalli Anil Kumar Dinesh

Acceptance

I, **Devarapalli Anil Kumar Dinesh**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____

Signature Date

B. Com (IAF) (2020)

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

111717030036

Date: 29th October 2020

Kandula Sai Prem
Email: prem16david@gmail.com
Phone: 9030722044

Dear Kandula Sai Prem,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant'**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: **'Associate Consultant'**
Cost to Company	: **INR 3,00,000/- per annum (Rupees Three Lakh Only)**
Proposed Compensation Break Up	: **As Detailed in Annexure II**
Shift Timings	: **US (6:00PM – 3:00AM)**

You will be eligible for an increment in your annual CTC by INR 50,000 (Rupees Fifty Thousand Only) post successful completion of six months of probation period from the date of your joining.

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport, along with the Night Shift Allowance (NSA) of INR 3,000 (Rupees Three Thousand Only) if you work in a shift between 5:00pm to 5:00am. The same will be processed basis the number of working days with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad India.** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **2nd November 2020,** failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period:

Subject to the provisions contained in this offer, your services may be terminated by either party on giving **'two months'** notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

In the first instance, during period the period of Probation, the termination of service may be made by either of the parties without giving any reason by giving one month notice or on payment of a sum equivalent to one month pay in lieu of notice.

Post confirmation of employment the termination of services may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two month's salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would been basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance policy.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Aadhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure II – Salary Break-up

Salary Break Up Sheet

Total CTC: Rs. 3,00,000

Particulars	Annual	Per Month
Salary		
Basic Salary	Rs. 1,20,000	Rs. 10,000
House Rent Allowance	Rs. 48,000	Rs. 4,000
Special Allowance	Rs. 1,04,628	Rs. 8,719
Gross Salary (Before Deductions)	**Rs. 2,72,628**	**Rs. 22,719**
Employer Benefits (Part of CTC)		
PF Contribution Employer	Rs. 21,600	Rs. 1,800
Gratuity *	Rs. 5,772	Rs. 481
Deductions		
PF Contribution Employee	Rs. 21,600	Rs. 1,800
Profession Tax	Rs. 2,400	Rs. 200
Income tax *		
Gross Pay	**Rs. 2,72,628**	**Rs. 22,719**
Net Pay (Take Home)	**Rs. 2,48,628**	**Rs. 20,719**
CTC	**Rs. 3,00,000**	**Rs. 25,000**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions
* Variable is paid quarterly basis your performance.
* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum
* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

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B. Com JAF 2020

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telengana - 500032

Tel: +91 040 67621000
www.deloitte.com

111717030043

11/05/2020

Mr. Rahul Chhetri
House no 7N/3, Saraswati Nagar Colony
Lothkunta, Secunderabad, Telengana,
Secunderabad - 500015

Subject: Offer of Employment

Dear Rahul Chhetri:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 16, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 16, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Rahul Chhetri, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9BBB39B2A3D844E...

Authorized Signatory

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Mr. Rahul Chhetri

Acceptance

I, **Rahul Chhetri**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
4FDC8A13CC2D4BD

Signature

11/06/2020

Date

B.Com (IAF)

11171030046

STATE STREET

September 22, 2020

PRIVATE AND CONFIDENTIAL

Subham Pareek

Dear Subham Pareek,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Fund Accounting & Administration, Associate 1, reporting to Irfan Sayed, Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

STATE STREET.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;
(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or
(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

STATE STREET.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

STATE STREET

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company: or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

STATE STREET.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:
(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:
(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

STATE STREET.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited

Chiranjeevi Koppula
Global Mobility, MD
Date: September 22, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Subham Pareek
Date:

STATE STREET

Exhibit "A"

Name	**Subham Pareek**	
Designation	**Associate 1**	
SALARY COMPONENTS	**Monthly**	**Annual**
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**	**300,000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

Information Classification: Confidential

L. Con (IAP) 2020

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STATE STREET.

September 22, 2020

PRIVATE AND CONFIDENTIAL

Tej Pratap Singh

Dear Tej Pratap Singh,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Global Delivery Accounting, Associate 1, reporting to Shishir Gupta, Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

STATE STREET.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited

Chiranjeevi Koppula
Global Mobility, MD
Date: September 22, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Tej Pratap Singh
Date:

STATE STREET.

Exhibit "A"

Name	**Tej Pratap Singh**	
Designation	**Associate 1**	
SALARY COMPONENTS	**Monthly**	**Annual**
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**	**300,000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

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B. Com (IAF), 2020.

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Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

11/03/2020

Mr. Vikash Pradhan
29-1-2,Gollaguda, Subhashnagar,
Secunderabad - 500010

Subject: Offer of Employment

Dear Vikash Pradhan:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 11, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 11, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Vikash Pradhan, everyone you have interviewed with joins me in extending to you congratulations and warm **regards. We look forward to you joining our team.**

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

Mr. Vikash Pradhan

Acceptance

I, **Vikash Pradhan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Vikash Pradhan
E2FE0EF1F09B49F...

11/03/2020

Signature

Date

B. Com (IA) 2020

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

1117170300050

Date: 29th October 2020

V.Vineeth Emmanuel
Email: emmanuelvineethnanu@gmail.com
Phone: 7893712421

Dear V.Vineeth Emmanuel,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant'**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: **'Associate Consultant'**
Cost to Company	: **INR 3,00,000/- per annum (Rupees Three Lakh Only)**
Proposed Compensation Break Up	: **As Detailed in Annexure II**
Shift Timings	: **US (6:00PM – 3:00AM)**

You will be eligible for an increment in your annual CTC by INR 50,000 (Rupees Fifty Thousand Only) post successful completion of six months of probation period from the date of your joining.

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport, along with the Night Shift Allowance (NSA) of INR 3,000 (Rupees Three Thousand Only) if you work in a shift between 5:00pm to 5:00am. The same will be processed basis the number of working days with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad India.** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **2nd November 2020,** failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period:

Subject to the provisions contained in this offer, your services may be terminated by either party on giving **'two months'** notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

In the first instance, during period the period of Probation, the termination of service may be made by either of the parties without giving any reason by giving one month notice or on payment of a sum equivalent to one month pay in lieu of notice.

Post confirmation of employment the termination of services may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two month's salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would been basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance policy.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Aadhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

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RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure II – Salary Break-up

Salary Break Up Sheet

Total CTC: Rs. 3,00,000

Particulars	Annual	Per Month
Salary		
Basic Salary	Rs. 1,20,000	Rs. 10,000
House Rent Allowance	Rs. 48,000	Rs. 4,000
Special Allowance	Rs. 1,04,628	Rs. 8,719
Gross Salary (Before Deductions)	**Rs. 2,72,628**	**Rs. 22,719**
Employer Benefits (Part of CTC)		
PF Contribution Employer	Rs. 21,600	Rs. 1,800
Gratuity *	Rs. 5,772	Rs. 481
Deductions		
PF Contribution Employee	Rs. 21,600	Rs. 1,800
Profession Tax	Rs. 2,400	Rs. 200
Income tax *		
Gross Pay	**Rs. 2,72,628**	**Rs. 22,719**
Net Pay (Take Home)	**Rs. 2,48,628**	**Rs. 20,719**
CTC	**Rs. 3,00,000**	**Rs. 25,000**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions
* Variable is paid quarterly basis your performance.
* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum
* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

PRESS

the pioneer



Shikha Duggal

Editorial

Emp. Code: 100155

Issuing Authority

jjosteff



View Badge Photo

Steffi
Joseph

Steffi Joseph

Transaction Risk Investigator, Buyer Risk Investigations- VAR (4501)

jjosteff@amazon.com Contact card Setup Pronunciation

LOCATION: HYD11-CorpOffice(Hyd-Jayabheri (UTC +05:30)
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CELL PHONE: +91-7416-328-805

LOGIN: jjosteff

EMPLOYEE ID: 110171607

LINKS

Steffi's Wiki contributions
Steffi's Crier profile
Steffi's Support Team

EndemolShine India

Star మా



Anusha Thuniki

Blood Group	: O+
Emergency	: +91 939 826 5561
Show	: Bigg Boss Telugu S05
Department	**: Weekend Intern**
Location	: Road No. 5, Annapurna Studios
Validity	: 20th Aug, 2021 to 31st Dec, 2021

CREW

ZORINS TV

Ms.Twinkle Gurnani
D/o: KhemChand Gurnani,
Flat No: 203/A, ChanakyaShelters,
Golnaka Awal,
Hyderabad, T.S – India.

Date: Feb 26, 2020

Offer Letter

Dear Ms. Twinkle Gurnani,

This has a reference to your interaction with us on **Feb 26, 2020**. We are pleased to offer you for the post of **"Anchor" Part Time** in our organization. You are requested to join on or before **Mar 02, 2020**.

1. Your annual Pay Package will amount to Rs. **1, 80,000/- (Rupees One Lakh Eighty Thousand Only)**. Your letter of appointment to be issued at the time of joining shall contain the pay structure details, along with other details.
2. You shall be guided by the rules and regulation of the company, as applicable.

At the time of joining, please submit the Photocopies of all relevant documents and deposit original graduate certificate for verifications & security reason.

(a) Copy of Degree / PG / Diploma Certificates (Whichever applicable)
(b) Copy of Mark Sheets
(c) Copy of SSLC /ICSE / Birth Certificate as proof of Your age
(d) Copy of Experience Certificate(S) from previous Employer(S)
(e) Copy of Relieving letter and experience letter from previous employer
(f) Bank statement of your salary account (for last three months)
(g) Copy of Last 2 months' pay-slips or salary certificates
(h) Form 16 or Taxable Income Statement duly certified by previous employer (statement showing deductions & taxable income with break-up)
(i) Six copies of your recent passport size photographs (White Back Ground)
(j) Passport copy, if available
(k) Technical Certification document copy (if any)

- Please bring all educational certificates and marks sheets in original for verification.

Notes: This job offer has been made based on the information furnished by you. In case of any discrepancy in the documents above, the company reserves the right to revoke the offer or terminate the employment.

This letter is being issued in duplicate. Please sign and return one copy as a token of your acceptance of the terms and condition stated herein above, within one **(1) day** from the data of issue. After that, this letter stands null and void.

ZORINS MEDIA GROUP
(DIVISION OF ZORINS TECHNOLOGIES LLC)
+91 8790111911
Office: 5th Floor Above Karnataka Bank, Opp.
Pillar No.210, MQ Splender Complex, Attapur, Hyd - 48, TS.

www.zorins.tv
zorinstv@gmail.com

Introduction; new recruit for online team

Inbox

Manju Reddy Oct 26
to Sai, Reshmi, me

From	Manju Reddy • manjureddy62@gmail.com
To	Sai Hr • sai.hr@deccanmail.com Reshmi A R • itzraysme@gmail.com Twinkle Gurnani • twinklegurnani@gmail.com
Date	Oct 26, 2020, 2:41 PM
	Standard encryption (TLS). View security details

Hello Sai

Introducing Twinkle Gurnani, who will be joining our online team. She was on a one week trial, and from today she will be working full time everyday.
So her date of joining will be oct 26, 2020

Her designation is content writer, salary agreed upon is rs 30,000 per month.


TDQ
Abdul Rafeeq
TDQIN1066
TechDoQuest
Canada - India - USA

Date : 11/05/2021

Valid Till : 12/05/2021



MD MUZEEB PASHA
928671

Cognizant

928671

928671

Emergency Contact: **9963370133**

If found, please inform: **1800 258 2345**

Cognizant Technology Solutions India Pvt. Ltd

DLF Cybercity, Plot. No: 129,130,131 & 132 , PHB Colony, Gachibowli-500019, Andhra Pradesh, India

Disclaimer - This Soft copy ID card is valid only for the period mentioned or until the associate is employed in Cognizant, whichever is earlier.

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RealPage India Pvt Ltd

5th Floor Building No : 20

Mindspace Cyberabad, Hyderabad-500081

Ph : +91 40 67046000-04

Emergency Contact : 8978428755

Ref. No. SCHOFF24210 20/10/2021

Mr. Siddhesh Singh
Sri Sai Sthan Apt, Flat No. 503
Swarnadhama Nagar
Hyderabad
Telangana
India-500011

Subject: Offer Letter

Dear Siddhesh Singh,

We are pleased to offer you the position of **"Sr. SEO Executive"** at Schbang with effect from **08/11/2021 10:00 AM**. We believe that your experience and skills will play a great part in creating some Schbanging work.

The appointment is on the terms mutually agreed during the course of the interview. Your CTC would be ₹ 534,085 /Year.

On the acceptance of the offer, you will receive a mail with a link for the documentation, you are requested to upload the soft copies of all the documents prior to your date of joining and the same needs to be submitted on the day of joining (we promise there aren't too many).

Your first day(s) will begin with the Schbanger's induction. You will meet your colleagues and over the first month get a preview of our work culture and receive the tools and information you need.

You may also follow our Facebook https://www.facebook.com/schbang/ Instagram https://www.instagram.com/schbang/ and Website https://www.schbang.com/ pages for regular updates on our work, achievements, and some of our shenanigans!

We are excited to bring you on board. Do feel free to get in touch with us in case of any queries that cross your mind.

Note: This is a system generated Offer Letter and requires no Authorization.

Head Office: Unit 301,302, D Wing, Trade World, Kamala Mills, Lower Parel, Mumbai-400013

THOMSON REUTERS

111717022014
BA psychology
BA Psy – 2020

PRIVATE AND CONFIDENTIAL

2019-2020.

January 21, 2020

Pallavi Sharma
Hyderabad

Dear Pallavi,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Content Specialist** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. **Commencement Date**

   a. Your employment with the Company commences on **June 1, 2020**.

2. **Initial Position, Work Description, Title Use and Work Base**

   a. Your work base at commencement of your employment will be **Hyderabad**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.

   b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.

   c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise

   d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time.Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

   c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. **Probation**

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. **Statutory Benefits**

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. **Leave**

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. **Information Provided By You, Reference Checks, Background Checks**

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.

d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. **Code of Conduct**

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. **Changes to the Terms and Conditions of Employment Applying To You**

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. **Confidentiality**

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. **Intellectual Property Rights**

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. **Termination**

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per the request of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. **Company Policies**

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.

14. **Notice Pay Reimbursement (if applicable).**

Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:

a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. **General**

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

THOMSON REUTERS

Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited

Catriona Mackness
Director Regional HR India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Pallavi Sharma
Associate Content Specialist

1117170220 16
B.A (Psy) 2020.
2019-2020

Selection with Amazon for TRON Associate_Hyderabad_ 19th Oct 2020

2 messages

Pradeep, Bethaveen <jppradee@amazon.com> Sun, Sep 27, 2020 at 2:15 PM
To: pragynap01@gmail.com <pragynap01@gmail.com>

Dear Piriya Pragyna ,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and we hope that you will have a long and fruitful career with Amazon.

You will be joining Amazon as TRON Associate and your date of joining will be 19th October 2020.

Your **gross salary** for the role will be 2,50,000 INR per annum.

Please reply to this email with your acceptance **within 24 hours** of receiving this email.

Please note the following for your onboarding:

- **You will receive an email to submit documents** for background verification from india-bgc-support@amazon.com / support@attest360.com **(Attest 360 portal)** and upon completing your documentation you shall receive your offer letter details from MyDocs-noreply@onbaseonline.com.
- **Pan card, Aadhar card & bank account are** mandatory to join Amazon, so please ensure that you have these documents ready with you.
- **Your selection and employment with Amazon is subject to successful background verification clearance.**

Note: You will not be eligible for this role, if you are already an Amazon employee.

Below are few important points to note & acknowledge:

- **We are allowing all our employees to work from home till the COVID- 19 situation eases and you will also be able to work from home from your current location. However, you have to relocate to your place of posting once the situation eases or as and when you are required to relocate.**
- **IT equipment will be delivered to your current address to enable work from home option.**
- **You have to set up internet connection before your joining date with a speed range of 50-100 MBPS.**
- **Candidates with backlogs or pending exams/viva/project are not eligible for joining at this point, please revert to this email and inform recruiter in such scenario.**

Look forward to having you on board.

Best Regards,

Amazon Recruitment Team.

Pragyna P <pragynap01@gmail.com> Sun, Sep 27, 2020 at 2:19 PM
To: Pradeep, Bethaveen <jppradee@amazon.com>

BA (psychology), (2020)

Gmail

Loyola Academy <loyolaplacements@gmail.com>

Fwd: Fw: Amazon Welcome Mail - TRON Associate

1 message

111717022017
BA psychology
2019-2020.

Sirisha Prayaga <siripsychology@gmail.com>
To: loyolaplacements@gmail.com

Mon, Nov 9, 2020 at 2:23 PM

---------- Forwarded message ---------
From: **prayaga kishore** <prayagakishore@yahoo.co.in>
Date: Fri 16 Oct, 2020 7:26 pm
Subject: Fw: Amazon Welcome Mail - TRON Associate
To: Sirisha Prayaga <siripsychology@gmail.com>

----- Forwarded message -----
From: Sharma, Prathik <shaprath@amazon.com>
To: gouthamikaroju@gmail.com <gouthamikaroju@gmail.com>; nithya.medishetty@gmail.com <nithya.medishetty@gmail.com>; divyarajana263@gmail.com <divyarajana263@gmail.com>; silvakatta8555@gmail.com <silvakatta8555@gmail.com>; nanirknani@gmail.com <nanirknani@gmail.com>; yaswanthnadh9595@gmail.com <yaswanthnadh9595@gmail.com>; ramyac.0229@gmail.com <ramyac.0229@gmail.com>; faizanuddin31597@gmail.com <faizanuddin31597@gmail.com>; rekhaabc070@gmail.com <rekhaabc070@gmail.com>; jagadesh1124@gmail.com <jagadesh1124@gmail.com>; sharooqmohammad79@gmail.com <sharooqmohammad79@gmail.com>; saikirangantala054@gmail.com <saikirangantala054@gmail.com>; srinivasmk990@gmail.com <srinivasmk990@gmail.com>; mohammad.rahamat23@gmail.com <mohammad.rahamat23@gmail.com>; gauri.kandlikar@yahoo.com <gauri.kandlikar@yahoo.com>; hameed09571@gmail.com <hameed09571@gmail.com>; joshikomal470@gmail.com <joshikomal470@gmail.com>; vaishnavibajajworld@gmail.com <vaishnavibajajworld@gmail.com>; manaswanibijayni13@gmail.com <manaswanibijayni13@gmail.com>; 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Cc: tron-hyd-training@amazon.com <tron-hyd-training@amazon.com>; Keerthy, Aruna <keerthya@amazon.com>; Pradeep, Bethaveen <jppradee@amazon.com>
Sent: Friday, 16 October, 2020, 03:33:10 pm IST
Subject: Amazon Welcome Mail - TRON Associate

Hello All,

I am Prathik Sharma. I work for Amazon as a training coordinator for AVOC-TRON.

Congratulations for clearing all the rounds for TRON associate.

ome to Amazon. We are happy to inform that you are selected for the role with effective date as 19-Oct, 2020.*

We are excited to have you onboard. Hope you are excited about your New-Role at Amazon. Your first day will be on 19-Oct,2020.

Our trainers will reach out to you personally to have you on boarded by 19-Oct, all the queries about IT equipment will be cleared by the trainers. You will receive all the IT equipment from Amazon **on or before** the date of joining, please collect the equipment and wait till the trainers give instruction about setting up on equipment on 19-Oct. Your reporting time will be at 12 Pm on 19-Oct,2020 virtually and you don't have to report to the building. *You can ignore the email which states 9 am as reporting time on 19-Oct*

If you have received 2 emails about the shipments and to visit amazon office, then please wait till 18-oct if you receive IT equipment you can ignore the email if not visit the amazon office according to the email to collect your IT equipment.

We've planned out your first day to help you get acclimated a bit easier. Here is an Outline of what you can expect:

- Setup of IT equipment
- Know Your Trainer
- Introduction to AVOC
- Ice breaker

Request you to get an internet connection setup done on or before 19-Oct with a speed range of 50-100 MBPS.

As we are all are working from home, to establish faster and easy way of communication I would recommend you to join the Whats App group by clicking on the below link:

https://chat.whatsapp.com/JggNOUuVcG03b3VyL6NwRY

On Monday, 19-Oct at 12:30 pm please use the following link to join the adobe call to connect with me: https://amazon-avoc.adobeconnect.com/newhires/

Below are few Steps to join the meeting :

Step 1 :- Click on the link or copy paste that link in Google Chrome browser

Step 2 :- Please enter full names

Step 3 :- Click on Open the browser (format)

Step 4 :- Now the associates will be able to join the meeting as title Introduction to new hire

For any queries, on mydocs or onboarding or offer letter reach out to the recruiter Pradeep *(jppradee@amazon.com)*
On training related queries please reach out to shaprath@amazon.com (+91-9704988856).

Do not reply or acknowledge this email as this email is generated for Bulk audience*

Thanks & Regards,

Prathik Sharma | TRON Trainer.

shaprath@amazon.com |

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3 attachments



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Dear Sharon,

We're glad to inform that you've been selected to work at Inshorts, in our Operations Team, as a **Community Support Specialist (Telugu).**

Your annual CTC will be INR 2,50,000/-. A breakup of the salary is as under:

Particulars	Annual
Basic	₹1,25,000
House Rent Allowance	₹62,500
Employer Provident Fund	₹21,600
Leave Travel Allowance	₹24,000
Special Allowance	₹16,900
Total	**₹2,50,000**

In addition to annual CTC of INR 2.5 lakh, Inshorts will contribute for your Employees State Insurance (ESI) at its own cost which currently holds out to be INR 9,100 p.a. (approx).

You would be on probation of three months and will be assessed for meeting the expectations of the job profile.

The offer is valid for 48 hours on receipt. Please accept the same by replying to this email with a tentative date of joining.

Please note that the offer letter is highly confidential and disclosure of any terms of the offer letter including but not limited to CTC is strictly against Company policy. Any violation in this regard will invite strong action against you, including revocation of the offer.

Thanks,

Team Inshorts

B.A (Psychology). 2020

synchrony 111717022024

2019-2020

BA Psychology

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Telangana – 500081.
GST Details: 36AADCR9682D1Z3
CIN No. U72200 TG 2008PTC 088404,
T 91-040 6765 0000

7/29/2020

Shreshta Moitra

Hyderabad

Dear Shreshta,

Sub: Appointment Letter

We are glad to offer you an appointment with **Synchrony International Services Pvt Ltd [Formerly known as GE Global Servicing Pvt Ltd]** as **Representative Collections** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your fixed annual salary on joining will be **₹.250000/-** and this will include all allowances in accordance with the Company rules and as indicated in Annexure II. In addition to this, you shall also be entitled to the following as per Company Policy and rules as applicable
   - Medical insurance covering hospitalization expenses of up to ₹.2,50,000/- for you and up to three of your dependants
   - Personal Accident Insurance of up to ₹.6,00,000/- for you as per Company Policy and rules.
   - Group Term Life Insurance cover of **₹.10,00,000/-** during your tenure in Synchrony International Services Pvt Ltd.

   In addition, you will be reimbursed business related expenses in accordance with relevant company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties. The reimbursement amounts are subject to an on-going review and are dependent on the way Synchrony International Services Pvt Ltd [Formerly known as GE Global Servicing Pvt Ltd] chooses to administer compensation.

2. Your initial place of work will be at **Hyderabad**. However, your services are transferable, and you may be assigned to any location in India or abroad where the Company or any one of its associates or customers, conduct business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

3. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office except while travelling on business, as assigned to you by your superiors and as per applicable laws in force.

4. You will be on probation for a period of six months from the date of joining. At the end of probation period should your performance and behaviour meet the Company standards, your services will be confirmed in writing by the Company. During the probation period, either party may terminate this contract by giving 15 days' notice in writing in the manner referred to in clause 5 or payment of 15 days salary in lieu thereof. However, the Company reserves the right not to accept payment in lieu of notice and may at its sole discretion enforce the notice period

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Notice to terminate this contract will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy with official signatures). Notice of termination in electronic form where identity cannot be ascertained, such as SMS or personal email, or through oral communication shall not be accepted as adequate notice for the purposes of this agreement.

5. Post confirmation, your services under this contract may be terminated by either party, giving a written notice of one month to the other party or on payment of salary in lieu thereof. However, the Company reserves the right not to accept payment in lieu of notice from you, and may at its sole discretion enforce the notice period.

6. You will be entitled to twenty-four working days leave per annum to be taken as per Company leave policy. Accumulation/carry-forward of leave will be governed as per the existing Company policy on the subject.

7. Absence for a continuous period of eight days without prior approval of your supervisor, (including overstay of leave/training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality, the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company.

8. You will automatically retire from service on attaining the age of 60 years.

Whilst employed by the Company:

8.1 You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval.

8.2 You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.

8.3 All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential. Except in the proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval of authorised person/s.

8.4 For the benefit of Business requirement and its enhancement, the business reserves the right to evaluate/process/scrutinize employee's performance, and benchmarked performance numbers may be shared with other employees from time to time.

8.5 You confirm that there is no litigation /conviction against you, before/by any Court of law, which involves any criminal offence or offences involving moral turpitude.

9. You confirm that you have fully disclosed all of your business interests in the Company, whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between SYNCHRONY INTERNATIONAL SERVICES PVT LTD [formerly GE GLOBAL SERVICING PRIVATE LIMITED] and you or any immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. All acts subversive of good conduct and discipline would subject you to disciplinary action as per the Company policies.

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11. Upon separation from the Company, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard of soft copy which is in your possession or custody.
12. Any violation of the above mentioned or any other company procedures and policies would attract action as per company disciplinary policy in force, including and upto termination. In the event of termination by Management on account of breach of disciplinary policy, the Management will not be liable to pay notice pay.
13. All other terms and conditions of employment will be governed by Company policies as stated from time to time.
14. The address proof submitted by the employee and verified during background check will be considered as the correct address of the employee and the same will be used for all the official communication. Any change in such address has to be communicated by the employee to the HR department in writing.
15. If these terms and conditions are acceptable to you:
    (a) Please sign and return the duplicate of this Appointment Letter on or before **7/29/2020** and
    (b) Report for duty at the Company not later than **7/29/2020**, failing either of which, this offer of appointment stands automatically withdrawn without any further notice to you.
16. You agree that the appropriate courts in Ranga Reddy District, Telangana, shall have exclusive jurisdiction over all disputes which may arise hereunder.

The terms of this offer including the compensation are intended to be kept strictly confidential.

"You hereby agree that this offer of employment and issue of an appointment letter to you shall be subject to SYNCHRONY FINANCIAL obtaining a clear and positive background check of yourself satisfying relevant criteria outlined by SYNCHRONY FINANCIAL (such as educational/technical qualifications, past work experience & positions held by you, previous salary, conduct etc). You further agree that SYNCHRONY FINANCIAL reserves the right to terminate the offer of employment, without further notice to you, if such clear and positive background check is not obtained in relation to you."

"You hereby also confirm that the application form, resume and all documents submitted by you to SYNCHRONY FINANCIAL are true and accurate, and should any part thereof be found to be false or inaccurate by SYNCHRONY FINANCIAL, then SYNCHRONY FINANCIAL reserves the right to terminate your employment immediately."

We welcome you and wish you every success in your career with SYNCHRONY INTERNATIONAL SERVICES PVT LTD [formerly GE GLOBAL SERVICING PRIVATE LIMITED].

With warm regards,

Kameswari

Kameswari G
Vice President -HR

SYNCHRONY INTERNATIONAL SERVICES PVT LTD
[Formerly known as GE GLOBAL SERVICING PRIVATE LIMITED]

Accepted and Agreed
Shreshta Moitra

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ANNEXURE I

DOCUMENTS REQUIRED AT THE TIME OF JOINING

- Relieving Letter from last Employer, if applicable
- Copy of Birth Certificate / School Leaving Certificate
- Academic & Professional Certificates (Xerox copies)
- Eight Recent Passport size Photographs
- Last Pay Slip drawn, if applicable
- Form 16 (1) (pertaining to Tax Deducted at source) from the previous employer, if applicable
- Photocopy of PAN Card & Aadhar Card
- Photocopy of the Appointment letter accepted and signed by you.
- Proof of identity (copy of passport/ driving license/ voter's ID card/ college exam admit card etc)

INFORMATION REQUIRED AT THE TIME OF JOINING

If applicable and already a member of a Provident Fund (PF) Scheme with previous employer, then:

- Employer's name
- Dates of joining and leaving service with them
- Name and address of the PF Trust or the Regional Provident Fund
- PF Account No
- Social Security No (SSN), if allotted

If applicable and already a member of ESI Corporation with previous employer, then:

- Employer's name
- Dates of joining and leaving service with them
- ESI card

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• A deduction of 12% of Basic salary shall be made for the employee's contribution to the Provident Fund. Company's contribution to Provident Fund does not appear on the Salary Slip as it is deposited in the Provident Fund directly with the EPFO.

Deductions:

1. Other statutory deductions like Income Tax, ESI (if applicable), professional tax, etc. would be made as per the applicable statutory regulations.
2. All calculations above do not take the effect of income tax into account

In addition to the above, you shall also be entitled to:

1) Performance bonus based on your and company performance in accordance with applicable policy.
2) Gratuity as per statutory provisions (15 days of last drawn monthly basic salary for each year of completed service) on completion of 5 years of service.

Note: You will need to produce bills for claiming tax benefit on medical reimbursement by the 5th of each month.

Kameswari G
Vice President-HR

SYNCHRONY INTERNATIONAL SERVICES PVT LTD
[Formerly known as GE GLOBAL SERVICING PRIVATE LIMITED]

Accepted and Agreed
Shreshta Moitra

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Name:	**Shreshta Moitra**		
Band:			
DOJ:			
	Earnings*	***Monthly***	***Annual***
	Basic	10,082	120,988
	HRA	6,049	72,593
	Special Allowance	42	501
	Employer Contribution to PF	1,210	14,519
	Gross Earnings (A)	**17,383**	**208,600**
	Bonus * (B)	1,250	15,000
	Meal Coupons	2,200	26,400
	Total CTC	**20,833**	**250,000**
	Other Benefits*		
	Other Benefits (F):		
	Medical Insurance Coverage of 2,50,000 for Self & Dependents		14,000
	Life & Disability Insurance Coverage of 6,00,000 for Self		479
	Gratuity-cum-Life Insurance*****		5,817
	Free Transport		48,000
	Gym Subsidy		12,000
	Benefits Sub-Total		**80,296**
	Total Earning Opportunity Per Annum		
	Total CTC+Benefits		*330,296*

Terms & Conditions (Important):

*The above mentioned Bonus includes Statutory Bonus (as per Payment of Bonus Act, 1965), if applicable.
** Entitlement to Variable Incentive Compensation and Bonus will be as per prevalent Company policy and subject to change at the sole discretion of the Management.
***The figure taken above against Variable Incentive is the maximum that one can earn at the highest Performance level. An individual performing at the lowest level might not be eligible for any VIC.
****No money in lieu of Earnings In Kind will be paid if any of the benefits mentioned therein, is not availed
**** Life & Disability Insurance of 6 Lakh p.a., Medical Insurance of 2.5 Lakh p.a, EDLI cover of 6.02 Lakh p.a
*****Gratuity will be paid as per the Payment of Gratuity Act - 1972
All payments are subject to prevalent taxes and duties such as Employer Contribution to PF, Employees Contribution to PF, ESIC, PTAX, Income Tax and any other deductions as applicable.
Please note that your offer figure has been quoted corresponding to the Earning Opportunity at Maximum performance. It is important for you to note that you have an opportunity to earn less, basis on your individual performance.

HR Signature (Above)

Employee Signature (Above)

www.agshealth.com

Off-LET- 2020

November 20, 2020

Shreya GR

Hyderabad

OFFER LETTER

Dear Shreya,

Congratulations!

Further to successful completion of interview at AGS Health, we are pleased to offer you the position of **Communication Specialist** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **Rs. 300,000.** It includes a performance based incentive up to **Rs. 24,000 per annum,** to be paid as per the Company's incentive policy, which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at **Hyderabad**. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings.

We request you to join us on **24th November, 2020.** Please note that this appointment is subject to satisfactory completion of background and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

To confirm your acceptance of our offer, please sign below and send us a scanned copy of the signed offer letter. This offer is in effect for seven business days.

We look forward to a mutually rewarding relationship!

Warm regards,



Jothish Gopinathan
Associate Director – Talent Acquisition

Acceptance of Offer:

I accept the terms and conditions of this offer letter and agree to be legally bound by the same.

Signature: **Date:**

Annexure A

SALARY STRUCTURE

PROCESS CATEGORY		
SALARY STRUCTURE	**Monthly**	**Annual**
Total COST TO COMPANY	**25000**	**300000**
VARIABLE PAY		**24000**
FIXED CTC (PART - A+B)	**23000**	**276000**

BREAK UP OF FIXED CTC				**Monthly**	**Annual**
Fixed Components - Part A	**₹.**	**₹.**	**Retirals - Part B**	**₹.**	**₹.**
Basic Salary	12,000	144,000	Provident Fund - Employer	1,440	17,280
Advance Statutory Bonus	1,400	16,800	Gratuity	577	6,923
Basket of Allowance	7,166	85,997	Health Insurance	417	5,000
GROSS SALARY (PART A)	**20,566**	**246,797**	**RETIRALS (PART B)**	**2,434**	**29,203**
Employee PF Contribution	1,440	17,280			
Employee ESI Contribution	154	1,851			
TAKE HOME (Pre-Tax)	**18,972**	**227,666**			

Annexure B

Joining Checklist

The documents mentioned below are mandatory and need to be submitted on or before the joining day. Appointment letter will be issued only after verification of all documents.

Passport Size Photograph for ID card - 3 nos.

Passport size photograph for opening HDFC Bank A/C - 2 nos (Not required if you have HDFC A/C)

Documents Required	**Please Tick**
Identity Proof (copy of any one of the following)	
Permanent driving license	
Voters ID card	
Bank pass book with attested photo	
Passport copy (first and last page)	
Residence Proof (copy of any one of the following)	
Permanent driving license	
Voters ID card	
Bank pass book with attested photo	
Passport copy (first and last page)	
Ration card	
Latest mobile phone bill	
Latest landline phone bill	
Education Proof (copy of all documents)	
10th Std School SSLC Mark Sheet / Certificate	
12th Std School HSC Mark Sheet / Certificate	
UG Degree certificate / Mark Sheets (if any)	
PG Degree certificate / Mark Sheets (if any)	
Diploma certificate (if any)	
Certificate courses completed (if any)	
Miscellaneous (copy of all documents)	
Blood group report	
PAN card copy	
Previous Employment Proof (copy of all documents for	
Latest pay slip	
Relieving letter / Experience letter	
Bank statement of salary account matching pay slip submitted	

Annexure C

COMPENSATION & BENEFITS

Brief details of your compensation and benefits are given below. For more details, please contact the Human Resources Department at the time of Induction:

I. BASKET OF ALLOWANCES

We have structured your compensation in a manner that empowers employees to choose certain components from a Basket of Allowances (BOA) to best suit personal needs and help optimize your earnings. BOA offers you the flexibility to design part of compensation within a defined framework, at the time of joining the organization. You will also have the option to change BOA from April every year, for the same employees need to complete and submit the BOA form within such time period as informed in March.

The components under BOA along with the limits are listed below. You can design your BOA to the extent of the amount specified and the balance amount will be paid as "Sundry Allowance". During induction, you would be required to fill in the "BOA form".

.

1. House Rent Allowance (HRA):

HRA is an allowance, forming part of Gross salary, provided by the company to meet expenditure incurred on payment of rent in respect of residential accommodation occupied by the employee

Limit: HRA can be opted to the maximum of 100% of Basic.

2. Leave Travel Assistance (LTA):

Employee may claim reimbursement of travel expenditure incurred for self and family to any place within India. This component can be received on monthly basis; however, tax concession will be given only upon following the prescribed conditions under the applicable tax laws.

Limit: Rs. 30,000 per annum (Rs. 2, 500 per month)

3. Food Coupons

Limit: Rs.2000 per month

II. OTHER BENEFITS

1. Health Insurance Scheme:

AGS provides health insurance coverage to all employees and to any five dependents (Spouse, children, parents). The sum insured will be **Rs.2 lakhs** per annum. Details of coverage will be intimated from time to time. Please note that the above coverage will cease on resignation.

2. Group Term Life / Personal Accident Insurance

AGS provides Term Life / Personal Accident Insurance coverages at company's cost for all employees. Current eligible Sum insured for your job role towards Personal Accident is at **Rs.8 Lakhs** and Term life coverage for **Rs. 15 Lakhs**.

III. PAYROLL CYCLE

Payroll cycle will be from 21st of current month to 20th of next month.

IV. STATUTORY CONTRIBUTIONS

1. Provident Fund:

As per the provisions of The Employees' Provident Fund and Miscellaneous Provisions Act, 1952, you will be a member of the Employees' Provident Fund organization, India. You will be required to contribute 12% of your basic salary every month towards the said scheme. AGS will make contribution of the same amount towards the scheme.

2. Gratuity:

Gratuity will be payable as per the provisions of The Payment of Gratuity Act, 1972. You will be eligible for gratuity only on completion of 5 years of continuous service in the company

22-Oct-2020

Srishti Shreya
Hyderabad

Reg: Offer of employment

Dear Srishti,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **16-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Srishti Shreya
Date:

UNIVERSITY COLLEGE OF ARTS & SOCIAL SCIENCES

Osmania University

Hyderabad-500007, Telangana State, India. Ph: 040-27682225, 27098298

R.No. 100320009041

VALIDITY : 2020 - 2021



Name	: K MOHAMMED IBRAHIM
Father Name	: M KAJA MOHIDEEN
DOB	: 1999-11-11
Course	: M.A. - I Year - ENGLISH
Mobile No.	: 8309660369
Address	: 1-9-293/1 3RD FLOOR GOUSIYA MANZIL, VIDYA NAGAR, MUSHEERABAD, HYDERABAD, TELANGANA, 500044

Candidate's Signature

Principal

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~~B.Com (Fmt)~~ 2019-2020
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B.A Psy

Legato
An Anthem Company Health Technologies

02-November-2020

Joshua Rachel Arla
Hyderabad

Reg: Offer of employment

Dear Joshua,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **09-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Joshua Rachel Arla
Date:

https://onlineforms.jpmorganchase.com/online-forms/offer-letter/IZ

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BDA
2019-2020

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

Jamie

JPMORGAN CHASE & CO.

April 8, 2020

Gayatri Ambekar

Dear Gayatri,

Your Employment by J.P. Morgan

We are pleased to confirm our offer of employment with **J.P. Morgan Services India Private Limited** (the " **Company** "). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies (" **J.P. Morgan** "). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company, you may be transferred or re – assigned to another service or function of the Company or J.P. Morgan, in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information on the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan listed on the Company's intranet, which will be accessible to you upon commencement of

10 February 2022

Re: Employment Verification for Megha Gowraram

This letter is to verify that Megha Gowraram has been employed by Apple India Private Limited since 05-04-2021. Megha Gowraram currently holds the position of Grading Specialist 2 with the following details:

Employment type: Standard

Standard weekly hours: 40

Work location: Hyderabad, Telangana, India

Employee works from home location: No

If you have any questions, please contact Apple's People Support at 000-800-0504-015.

Sincerely,



Sharon Hin
People Support

Apple India Private Limited
19th Floor, Concorde Tower C
UB City, No. 24, Vittal Mallya Road
Bangalore 560 001, India

Registered Office
Apple India Private Limited
19th Floor, Concorde Tower C
UB City No. 24
Vittal Mallya Road
Bengaluru 560 001
Karnataka,India
CIN: U30007KA1996PTC019630

T 91 80 4045 5150
F 91 80 4045 5197

www.apple.com/in

Email:
contact_appleindia@apple.com

DocuSign Envelope ID: 853C4770-EAC1-466A-A53A-B1B358D8201B

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BBA (2019-2020)

Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/31/2020

Ms. Minka Bhargava
Flat No. 114 Block 4, Manasarovar Heights Phase 2, Trimulgherry,
Secunderabad - 500009

Subject: Offer of Employment

Dear Minka Bhargava:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

DocuSign Envelope ID: 853C4770-EAC1-466A-A53A-B1B358D8201B

Ms. Minka Bhargava

Acceptance

I, **Minka Bhargava**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Docusigned by:
Minka Bhargava
DED62AF9E4364D1...

08/31/2020

Signature

Date

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B.B.A
2019-2020

wipro

APPOINTMENT LETTER

21 Aug, 2020

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Ps Naga Deepthi**,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program with WILP. This is a scholarship program customized as a robust academic and training program that will allow you to obtain Executive Post Graduate Diploma in Management (EPGDBM) from one of the premier management institution/University in India.

The duration of the academic program shall be 24 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

Validity unknown
Digitally signed by SUNIL KALACHAR
Date: 2020.08.21 12:19:59 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Sensitivity: Internal & Restricted

988581

wipr

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoi study on
01st September 2020.

Signature: Deepthi

Date: 31st August 2(

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

Sensitivity: Internal & Restricted

988581

Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrate Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') tha prepares you to participate in projects at the Company as part of this learning program. This robust academi program will also enable you to obtain Executive Post Graduate Diploma in Business Management (EPGDBM **from one of the premier management Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 24 months from the date of enrolment to th academic program. You will be enrolled into the academic program within 12 months from date of joinin Unless the Company extends the period of your study in writing, which is done solely at the discretion of th Company, your enrolment would automatically terminate at the end of the stated 24 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Schol Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with Accident & life insurance cover. You ar also provided with Mediclaim insurance, the premium for the base cover needs to be borne by you. You hav the option to opt for top-up under each insurance. Top-up premium for all insurances need to be borne by you.

i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-.**. You could also choose t get additional coverage for a nominal and highly negotiated premium. More details on the policy ar available on My Policies section in myWipro, Wipro's internal portal.

ii. Group Life Insurance coverage of **Rs.14,00,000/-.** This sum insured is inclusive of cover as per ED (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and high negotiated premium. More details on the policy are available on My Policies Section in myWipro, t HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) toward hospitalization. There will be a deduction from your monthly scholarship/stipend depending on yo marital/family status towards the base sum insured premium. 10% of the claim amount would need to be bor by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premiun More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may b required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**0.75% of your Scholarship)** as and when applicable to you. Such contributions, taxes, dues and levies whe required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your third year scholarship will continue until completion of your EPGDBM course.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of th Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity a punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Compan and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal

In case your project performance at any stage is not found to be at par with the requirement of WILP, then yo would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, th Company may at its sole discretion discontinue your enrolment in the WILP program.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can b viewed in the policy section on the WILP portal.

4. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proform with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the progra ("Training Agreement").

ii. This Training agreement shall be for a total period of 36 Months where you will be mentored f developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 mont and practical experience and training will be for the next 34.5 months. The Company invests on yo behalf for the cost of the training. Should you discontinue the WILP program or your enrolment wi WILP is cancelled for any reason whatsoever, before the completion of 36 months from the date o joining, the training expenses of Rs. 75,000/-(Rupees Seventy Five thousand only) will have to b paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participat projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus sele The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to st working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

a. You will be enrolled for Executive Post Graduate Diploma in Business Management (EPGDI course with a renowned institution ("University") that collaborates with Wipro for WILP.

b. Your specialization and enrolment would be decided based on prevailing business requirements a decision of the Company is final and binding.

c. You will not be able to change Specialization tracks after enrolment.

d. Overall program duration is 2 years from date of enrolment of academic program.

e. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 7 courses semester over 4 semesters.

f. You will also be required to submit a project work / dissertation in your final semester in addition courses. This will enable you to advance your professional capabilities by applying concepts a management techniques in projects.

g. Each course has multiple evaluation components. This includes an assignment component, quiz, m semester examination and comprehension examination .Your attendance will also be monitored. evaluation components are mandatory for securing a pass grade in a course as prescribed by partnering institution.

h. Contact classes are organised as per the handout and calendar prepared and shared by t University at the beginning of each semester. Contact classes will be organised based on the availability qualified faculty for respective courses.

i. You will be called upon to undergo studies during the hours and days as may be fixed by Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

j. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibi to ensure that your attendances are recorded properly.

k. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable a the faculty reserves the right to deny entry and attendance to late comers.

l. Attending 75% of contact session is mandatory for each course to appear for examinations.

m. Not attending classes for reasons like medical/on the job training /late coming/personal problems other similar reasons would be treated as absenteeism.

n. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for appear exams for any of the registered courses in that semester.

o. For any reason, you are not able to meet the minimum attendance criteria or not complete mandatory assignments / quiz / examinations in any semester, you are required to repeat the s semester as and when the next batch is organized. In such cases, rules and regulations gover academic programs at that time would be applicable. In addition, additional semester fees are to be by you as prescribed by the University.

p. At the end of each semester, the performance of each Scholar Trainee in a course, is specified letter grade which is obtained through a Relative Grading procedure / absolute grading procedure a the norms of the University.

q. Any Scholar trainee securing two or more cumulative fail grade at any point in time will be exp from WILP Program.

r. Project / Dissertation work has to be carried out by each individual separately. Teamwork permitted.

s. The dissertation has to be completed strictly as per the guidelines that are outlined by collabor institution.

t. WILP Scholar trainees are expected to maintain decorum and discipline in line with W professional work culture and environment.

u. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the and partnering institution from time to time , strict action will be taken and the decision of the WILP faculty /, University would be final and binding.

v. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue studies and also expelled from WILP program.

w. On successful completion of the study, you will be eligible to receive Executive Post Gr Diploma in Management (EPGDBM) certification from the collaborating University, in recognition successfully completing the course.

x. All Scholar trainees of the WILP will be given testimonials at the end of the successful completi the EPGDBM course. Scholar trainees being students of the WILP, are not entitled for the issuance experience letter in case they discontinue the WILP for what so ever is the reason. The testi contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the require the program. In addition to your study and academic requirements, you are required to yourself exclusively in the work assigned by Wipro and shall not take up any indepen individual assignments (whether part time or full time, in an advisory capacity or othe directly or indirectly without the express written consent of Head / Manager of WILP Acad

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or hav interest in, or perform any services for any person who is involved in activities, which shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolm for a period of one year from the cessation of your enrolment with WILP (irrespecti circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage

i. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment program or to accept enrolment and/or employment with any competitor, supplier customer with whom you have a connection.

ii. Any employee of Wipro to terminate their employment with Wipro or to employment with any competitor, supplier or any customer with whom you connection.

iii. Any customer or vendor of Wipro to move their existing business with Wipro party or to terminate their business relationship with Wipro.

iv. Any existing employee and/or scholar trainee of WILP to become associated perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of W understand Wipro's position on this and resolve the conflict.

8. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in wh are placed, with a high standard of initiative and efficiency. This is critical and Company ha tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written a from the Head / Manager of WILP.

iv. During the study period and thereafter , you would not be allowed to give out to anyone in writ word of mouth or otherwise, particulars or details of work - process, technical know-how, rese carried out, security arrangements, or administrative and/or organizational matters of confiden secret nature which you may come across during your academic study or become known to y virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are up modified on a periodic basis and new policies may be introduced and notified to Scholar traine time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how th be made available to you, you will be required to comply with the Confidentiality Policy of V Therefore, please maintain all Confidential Information as defined from time to time in Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any Confidential Information except as may be required under obligation of law or as may be requir WILP/Wipro and in the course of your association with WILP. This covenant shall endure du ing association and beyond the cessation of your association with WILP (irrespective of the circumst of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term association upon conception or creation, you shall disclose and assign to Wipro as its exc property, all inventions, ideas, concepts, discoveries, techniques, and improvements (includ w limitation legal documents, training materials, computer software and associated materials) deve or conceived by you solely or jointly with others (whether or not during business or academic sc hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, disco techniques and improvements (including without limitation computer software) solely or jointly with o relation to the operation of the WILP / Wipro, such developments will be fully communicated to the academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execut documents to facilitate the assignment of such intellectual property when required.

9. Confidentiality:

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

b. During your training on projects at Wipro, you will be expected not to use or disclose any confi information, including trade secrets, of any former employer (if any) or other person with w have an obligation of confidentiality and by signing below you affirm that you have no obligations or non-compete agreements that would prevent you from working without limi Wipro.

10. Assignment of Intellectual Property:

In connection with your enrolment and during the term of your enrolment, upon conception or cre shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, dis techniques, and improvements (including without limitation legal documents, training materials, software and associated materials) developed or conceived by you solely or jointly with others (wh during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Proper

11. Posting:

During the initial study period, initially you would be made familiar with Wipro, but you may if ne assigned or transferred to another division, department, establishment or new location where W office or operation and WILP classes are running in the particular location, in India, without en scholarship amount. On placement of this nature, you will also be governed by the disciplinar regulations as applicable in that unit/branch. You may also be placed in any sister company o practical studies.

12. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study enrolment with WILP may be temporarily placed on suspension without payment of amount, for such period as Wipro may deem fit. If the charges against you are proved to b enrolment may be immediately cancelled , without any notice or payment of scholarshi notice not withstanding any clause of this letter of enrolment. It is clarified that this clause prejudice to Wipro's rights to enforce the Training Agreement duly signed by you cancellation of your enrolment for whatever reasons as the case may be . .

ii. Notwithstanding the condition regarding written notice of termination and without prejudic right to enforce the Training agreement, Wipro shall have the right to terminate your aca without any notice or payment of scholarship in lieu thereof, if any declaration given or furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully any material information.

Please note that at any stage, whether during your selection process or upon enrolment with if it is brought to our notice that you have indulged in malpractices or used illegal means to online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole to cancel this enrolment during the study period without assigning any reason, by giving one month notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to und during the hours and days as may be fixed by WILP from time to time as per the requirements.

ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. Th a 45 minutes lunch interval.

iii. You would be assigned to any of the locations and any project work as part of your WILP decided by the Company.

iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsou

v. You may also be called upon to attend academic study as and when required on holidays scheduled in accordance with the convenience of the organizing team of the WILP.
The university will plan contact classes in multiple format to suit the project work sit university guidelines such as contact classes in ILT (instructor Led training) and / or V Instructor Led Training and Self-Directed / Recorded lecture sessions.

15. General:

i. This letter of enrolment is subject to the condition that you have not provided us wi declaration or wilfully suppressed any material information. If you have, you will b cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if requi connection, if any of the provisions of this letter are declared or found to be void or unenfo to any reason whatsoever, the remaining provisions of this letter shall continue in full force

iii. These enrolment terms supersede and replace any existing agreement or understan between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicia enrolling under this agreement. In the event that you are not a citizen of the country of should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and W policies are updated / modified on a periodic basis and new policies may be introduced an the Scholar Trainees from time to time. You agree to comply with all policies as modified time.

16. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case will immediately surrender to Wipro/ the Academy all specifications, formulae, document drawings or records, etc. belonging to Wipro/ the Academy or relating to its business a make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete t study in accordance with this letter of enrolment and the study scheme formulated by the A

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee o and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of t enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signi this letter of enrolment and submit the same on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the enrolment on the terms and conditions herein.
I shall be present for the induction session on 01 /09 / 2020
Name: P S Naga Deepthi
Signature: _____ Date: 31 / 08 / 2020
Place: Hyderabad



Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

Sensitivity: Internal & Restricted

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFOR TECHNOLOGY ACT, 2000)

I P S Naga Deepthi, confirm that I am voluntarily sharing my Personal Information with W ("Wipro") being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/v

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship ad benefits and any action required in the context of my enrolment with Wipro, being a part of

In this context, I also agree to the retention of such Personal Information by Wipro for reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available wit is capable of identifying me."

Name: P S Naga Deepthi

Signature.....Deepthi.....

Date: 31/08/2020

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to ma Provisional or Convocation Degree Certificate within 3 months from my date of joining. I unders enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission o mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In my failure to submit the above mentioned documents or in case of any discrepancy, I shall termination of my enrolment with Wipro.

Name: P S Naga Deepthi

Date: 31 / 08 / 2020

Signature: Deepthi S

ANNEXURE - III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the chall corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental co followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformatio the induction program is done by a team of dedicated professionals who have exposure to the ac corporate sectors alike. Project Readiness Program (PRP) is a training program designed to addr learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. T starts with a corporate induction.

"PINNACLE " a behavioral skills building training program ensures that the fresh Trainee start feeli the "corporate world". This activity based behavioral intervention informs the new entrants about t work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to T prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning around a series of projects that the recruits are expected to complete individually by learning a various topics required to complete the project. Starting with individual projects, the PBL approa recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any pers Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such f representation shall entail severe disciplinary action including immediate cancellation of my enrolm

Name: P S Naga Deepthi

Date: 31/ 08 / 2020

Signature: Deepthi P S

Registered Office:
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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

Sensitivity: Internal & Restricted

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 credited with your first month stipend. You may utilize this amount towards Travel and yo need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu o training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the da You may utilize this amount towards accommodation, food & other miscellaneous exp would be paid as a lump sum amount that will be credited with your first month stipend an 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 di the training location (location where you undergo initial training), you would be entitled for th

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs the date of reporting to the posting location. You may utilize this amount towards board conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfe covered under the Transfer policy for Team Rainbow. For details you can refer the policy a My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

tice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

sandeep reddy aredla <sandeepreddyaredla@gmail.com> Wed, Nov 18
To: Loyola Academy <loyolaplacements@gmail.com>

On Wed, 18 Nov 2020 at 11:57 AM, Madhav Reddy <madhavreddy518@gmail.com> wrote:
[Quoted text hidden]


Tech
Mahindra
Nallamuthi Leela kumari
Associate ID
715210
Blood Group
NA
Authorised Signatory

BBA 11171702 9021 2019-2020

Gmail

Praveen Kumar Maharana <praveen.arman22@gmail.com>

Fwd: Action Required: JPMorgan Chase - Offer Letter

1 message

Pavitra Maharana <pavitra.maharana121@gmail.com> Mon, Nov 16, 2020 at 9:18 AM
To: Praveen Maharana <praveen.arman22@gmail.com>

--------- Forwarded message ---------
From: **JPMorgan Chase** <hr.olf.mailbox@jpmorgan.com>
Date: Wed, 8 Apr 2020 at 7:51 PM
Subject: Action Required: JPMorgan Chase - Offer Letter
To: <pavitra.maharana121@gmail.com>

JPMORGAN CHASE & CO.

Dear Pavitra,

Congratulations! We are pleased to offer you this new opportunity. Click the View Employment Offer button below to review the details and let us know if you accept this offer.

Click the button below to access the Online Offer Letters system. To login, you will need to enter your E-mail address, provided below.

E-mail Address: pavitra.maharana121@gmail.com

Please contact me if you have any questions. We look forward to working with you to make great things happen for your career and the firm. Note: recommended browsers for accessing your letter are Internet Explorer 8 (IE8) and Firefox.

Sincerely,

Riddhi Desai
+912261261326

View Employment Offer

Having trouble viewing this email? Please visit https://onlineforms.jpmorganchase.com/online-forms/offer-letter/KTSYD1R8L2/login.csf

Swathi BBA 2020
1117170290022
2019-2020.

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

Ref: 781101/1825354/Permt

Date: 31st October, 2020

Putta Swathi
H No - 3-1-81, Turkapally, Near Turkapally Busstop
Bollarum, Hyderabad - 500010.
Phone No: 8106372005

Subject - Offer of Appointment

Dear **Putta Swathi,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support** on **U1** band, operating out of our **Hyderabad** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 230140 (Rupees Two Lakhs Thirty Thousand One Hundred And Forty 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 **31st October, 2020** 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 **Naresh Kumar G at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad - 500043**. 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 **Naresh Kumar G** latest by **31st October, 2020**.

TEJDEEP			
DATE	HOURS		
	1	2	3
Sep-02	OD		
Sep-09	OD	OD	
Sep-10	OD		
Sep-12		OD	OD
Sep-14			OD
Sep-15	OD		
Sep-17	OD		
Sep-19	OD		
Sep-24	OD	OD	
Sep-26	OD		
Oct-06		OD	
Oct-08			OD
Oct-09		OD	OD
Oct-10			OD
Dec-02			OD
Dec-08		OD	OD
Dec-09			OD
Dec-11		OD	
Dec-15			OD

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

9. For any clarification / further Information on-
   - Employment terms and conditions, please get in touch with **Offers Team** (E-Mail: **PS00551100@TechMahindra.com**)

For Tech Mahindra Limited

Suchitra Kerkar
Global Head – Human Resource

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

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Annexure - A

NAME	**Putta Swathi**
TITLE	**Associate Technical Support**
BAND	**U1**
LOCATION	**Hyderabad**

COMPONENTS	**Per Annum** (All figures in Indian Rupees)
BASIC (@30% OF TOTAL FIXED PAY)	59400
HRA (@70% OF BASIC)	41580
TRANSPORT ALLOWANCE	12000
BONUS / STATUTORY BONUS	11880
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	7128
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)	6701
PERSONAL PAY	59311
TOTAL FIXED PAY..... (A)	**198000**
TOTAL VARIABLE PAY (TVP)..... (B)	**22000**
ADDITIONAL BENEFITS..... (C)	**10140**
GRATUITY	2857
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7283
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**230140**

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) *Transport Allowance:
- Applicable, only if company transport is not availed.

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

iii) ***Performance Incentive would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performace incentive will be paid-out as per existing company policy.

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iv) Insurance:

a) **Group Term Life Insurance Coverage:** You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) **Hospitalisation coverage:** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**

c) **Group Personal Accident Insurance (GPAI) coverage:** You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

Notes:

a) Performance Incentive will not be payable if you have resigned and are serving notice period or are not on the company rolls on the date of disbursement
b) Performance Incentive would be subject to Tax deduction as per Income Tax Act
c) The Company reserves the right to amend, modify, rescind / reinstate the above mentioned schemes partly or completely at any point of time.

With Best Wishes,
For Tech Mahindra Ltd.

Suchitra Kerkar
Global Head – Human Resource

Accepted by :

Location :
Date :

Tech Mahindra

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Annexure – B

1) Employment Agreement

a) Code of Conduct

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

b) Secrecy

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

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

c) **Employee data** – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

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

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have

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agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

(i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd

(ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.

(iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.

(iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.

(v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

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

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

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.

LOYOLA ACADEMY DEGREE & PG COLLEGE

OLD ALWAL, SECUNDERABAD - 500 010

Sl. No. : 0031478

Aspire. Inspire. Achieve.

(AN AUTONOMOUS COLLEGE AFFILIATED TO OSMANIA UNIVERSITY)

Re-accredited with 'A' Grade (3.50/4.00 CGPA) - NAAC

A College with Potential for Excellence - UGC

CONSOLIDATED MEMORANDUM OF MARKS



Name : KANTINENI BALA NAVYA
Father Name : KANTINENI SURESH
Mother : KANTINENI MARY ANURADHA

CMS No. : U15-0147

ROLL NO. : 111715014015
Course : B.Com. - HONOURS
MEDIUM : ENGLISH
Aadhar No : 249320481582

Part	Subject	CIA MM	CIA MS	SEE MM	SEE MS	AGG	RES	YOP	CR	WM
	I Semester									
I	Business English - I	40	32	60	47	79	P	N'15	3	237
I	Indian Heritage & Culture	40	34	60	46	80	P	N'15	2	160
II	Financial Accounting - I	40	34	60	51	85	P	N'15	4	340
II	Principles Of Management	40	31	60	49	80	P	N'15	4	320
II	Banking Theory & Practice	40	37	60	39	76	P	N'15	4	304
II	Fund. Of Business Statistics	40	38	60	58	96	P	N'15	4	384
II	Financial Accounting - I [Pr]	40	38	60	47	85	P	N'15	1	85
II	It Skills For Office [Pr]	40	36	60	56	92	P	N'15	2	184
	III Semester									
II	Cost Accounting And Control - I	40	30	60	40	70	P	N'16	4	280
II	Advanced Accounting	40	31	60	38	69	P	N'16	4	276
II	Business Laws	40	32	60	36	68	P	N'16	4	272
II	Corporate Governance And Business Ethics	40	36	60	46	82	P	N'16	3	246
II	Advanced Statistics - I	40	32	60	50	82	P	N'16	4	328
II	E - Commerce	40	35	60	48	83	P	N'16	4	332
II	Quantitative Aptitude	40	35	60	60	95	P	N'16	1	95
II	Web Programming [Pr]	40	40	60	59	99	P	N'16	1	99
II	Quantitative Aptitude - Practical	40	32	60	48	80	P	N'16	1	80
	V Semester									
II	Marketing Management	40	30	60	37	67	P	N'17	3	201
II	Financial Management - I	40	29	60	47	76	P	N'17	4	304
II	Corporate Accounting - II	40	33	60	39	72	P	N'17	4	288
II	Accounting For Management - I	40	37	60	51	88	P	N'17	4	352
II	Direct Taxes - I	40	34	60	50	84	P	N'17	4	336
II	Indirect Taxes - I	40	33	60	42	75	P	N'17	3	225
II	Company Law	40	25	60	45	70	P	N'17	3	210
II	Database Management Systems [Pr]	40	32	60	53	85	P	N'17	2	170

Part	Subject	CIA MM	CIA MS	SEE MM	SEE MS	AGG	RES	YOP	CR	WM
	II Semester									
I	Business English - II	40	32	60	40	72	P	A'16	3	
I	Value Education & Personality Develop.	40	36	60	48	84	P	A'16	2	168
II	Financial Accounting - II	40	32	60	41	73	P	A'16	4	292
II	Managerial Economics	40	28	60	46	74	P	A'16	4	296
II	Financial Markets & Institutions	40	35	60	37	72	P	A'16	4	288
II	Fund. Of Business Mathematics	40	39	60	50	89	P	A'16	3	267
II	Visual Basic	40	32	60	37	69	P	A'16	4	276
II	Financial Accounting - II [Pr]	40	34	60	32	66	P	A'16	1	66
II	Visual Basic [Pr]	40	27	60	55	82	P	A'16	1	82
	IV Semester									
II	Cost Accounting And Control-II	40	29	60	45	74	P	A'17	4	296
II	Corporate Accounting-I	40	31	60	44	75	P	A'17	4	300
II	Industrial Law	40	24	60	43	67	P	A'17	4	268
II	Economic Environment Of Business	40	26	60	39	65	P	A'17	3	195
II	Advanced Statistics-II	40	32	60	44	76	P	A'17	4	304
II	Research Methodology	40	31	60	44	75	P	A'17	4	300
II	Environmental Studies	40	34	60	52	86	P	A'17	3	258
	VI Semester									
II	Human Resource Management	40	33	60	48	81	P	A'18	3	243
II	Financial Management-II	40	27	60	48	75	P	A'18	4	300
II	International Marketing And Export Management	40	30	60	43	73	P	A'18	3	219
II	Accounting For Management-II	40	26	60	42	68	P	A'18	4	272
II	Direct Taxes-II	40	28	60	41	69	P	A'18	4	276
II	Indirect Taxes-II	40	27	60	47	74	P	A'18	3	222
II	Auditing And Introduction To Accounting Standards	40	36	60	44	80	P	A'18	3	240
II	Project [Pr]	40	35	60	52	87	P	A'18	5	435
	II Semester									
III	Planet	-	-	-	-	-	P	A'16	1	-

PART	CREDITS	WEIGHTED MARKS	WEIGHTED AVG	MAX MARKS	TOTAL MARKS	%	DIVISION
Part I	10	781	78	400	315	78.8	FIRST DIVISION
Part II	148	11406	77	4500	3509	78.0	FIRST DIVISION
Part III	1	-	-	-	-	-	-

[* Part III is not considered for computing Weighted Average*]

DATE: 11/07/2018

TOTAL NUMBER OF CREDITS 159 OVER ALL RESULTS: PASSED

KEY IS PROVIDED ON THE REVERSE

Controller of Examinations · Loyola Academy Degree & PG College · AMDG · Secunderabad

PRINCIPAL
LOYOLA ACADEMY DEGREE & PG. COLLEGE
A COLLEGE WITH POTENTIAL FOR EXCELLENCE

INCHARGE
CONTROLLER OF EXAMINATIONS
Loyola Academy Degree College
(Autonomous)
Secunderabad-500 010.

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Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

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

b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

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

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

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

3. Termination of Employment

(a) Either party can terminate this employment by serving a notice of **60** days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

(b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

(c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

(d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

(e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

(f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to

BBA
2020.

View Employment Information

Actic

SS

Simi Sam

111717029026
2019-2020
B.B.A

Assignment

Standard ID
E879162

Legal Employer
J.P. Morgan Services India Private Limited

Business Unit
Commercial Bank

Position
Client Data Specialist IV (OPCD04) WORK CELLS CIB (26930...

Job
Client Data Specialist IV

Business Title
Client Data Specialist IV

Department / Cost Center
269307-WORK CELLS CIB

Grade
450

Location
33309-Divyasree Trinity

Notice Period
30 Days

Managers

SG	Sandeep Guniganti **Client Data Manager I**	Line Manager

Acknowledged by satyavarapuabhijeet@gmail.com (Abhijeet Satyavarapu on 10/7/2020 6:27:30 AM)

111717029032
BBA (2020)

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Abhijeet Satyavarapu
6-105/1 /86b 87a gayathri nagar godavari homes quthbullapur Road suchitra x roads 500067

IN

Dear Abhijeet,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Oct-2020**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

regalix

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IBA 2020

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Date: 29th October 2020

Ankit Tomer
Email: ankitsinghtomer14@gmail.com
Phone: 8712895615

Dear Ankit Tomer,

On behalf of Regalix India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **'Associate Consultant'**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: **'Associate Consultant'**
Cost to Company	: **INR 3,00,000/- per annum (Rupees Three Lakh Only)**
Proposed Compensation Break Up	: **As Detailed in Annexure II**
Shift Timings	: **AUNZ (4:30AM – 1:30PM)**

You will be eligible for an increment in your annual CTC by INR 50,000 (Rupees Fifty Thousand Only) post successful completion of six months of probation period from the date of your joining.

You are also eligible for a Transport Allowance of INR 4,000 (Rupees Four Thousand Only) per month should you not opt for company provided transport, along with the Night Shift Allowance (NSA) of INR 3,000 (Rupees Three Thousand Only) if you work in a shift between 5:00pm to 5:00am. The same will be processed basis the number of working days with your monthly salary and will be taxable.

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad India.** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **2nd November 2020,** failing which this appointment will stand automatically withdrawn.

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Termination and Notice Period:

Subject to the provisions contained in this offer, your services may be terminated by either party on giving **'two months'** notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

In the first instance, during period the period of Probation, the termination of service may be made by either of the parties without giving any reason by giving one month notice or on payment of a sum equivalent to one month pay in lieu of notice.

Post confirmation of employment the termination of services may be made by either of the parties without assigning any reason by giving two months' notice or by paying a sum equivalent to two month's salary in lieu of notice. The company may insist that you shall serve the notice period or complete the project/assignment on hand and ensure knowledge transfer and hiring of replacement before being relieved from the services. The company may also at its sole discretion, waive the total or part of the notice period and relieve you from service.

Pay for the purpose of this clause would been basic pay per month drawn by the employee on the date of giving the notice by either of the parties.

No notice or payment in lieu thereof is necessary in the event the termination is on account of misconduct on your part including but not limited to Code of Conduct violation, breach of Zero Tolerance policy.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to

perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by 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 in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation

agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **30th October 2020;** failing which the offer shall stand withdrawn.

Ankit Tomer, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Regalix India Private Ltd

Shanta Sarkar

REGALIX INDIA PVT. LTD. Bengaluru 560 001

Shanta Sarkar

Associate Director – Human Resources

I **Ankit Tomer,** agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **2nd November 2020.**

Date: Signed:

Enclosed:

1. Details of Required Documents: Annexure I
2. Salary Break-up: Annexure II

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RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- Last 3 months pays
- Copy of your Passport with any valid Visa / Work permit
- PAN Card copy and Aadhaar (Mandatory)
- 2 Passport size photographs

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

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RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure II – Salary Break-up

Salary Break Up Sheet

Total CTC: Rs. 3,00,000

Particulars	Annual	Per Month
Salary		
Basic Salary	Rs. 1,20,000	Rs. 10,000
House Rent Allowance	Rs. 48,000	Rs. 4,000
Special Allowance	Rs. 1,04,628	Rs. 8,719
Gross Salary (Before Deductions)	**Rs. 2,72,628**	**Rs. 22,719**
Employer Benefits (Part of CTC)		
PF Contribution Employer	Rs. 21,600	Rs. 1,800
Gratuity *	Rs. 5,772	Rs. 481
Deductions		
PF Contribution Employee	Rs. 21,600	Rs. 1,800
Profession Tax	Rs. 2,400	Rs. 200
Income tax *		
Gross Pay	**Rs. 2,72,628**	**Rs. 22,719**
Net Pay (Take Home)	**Rs. 2,48,628**	**Rs. 20,719**
CTC	**Rs. 3,00,000**	**Rs. 25,000**

* Net Salary is subject to declaration towards Investments & other Eligible Deductions under IT Provisions
* Variable is paid quarterly basis your performance.
* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum
* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable

*****

FUNDACIO ESPORTIVA
PALAMOS CF
Presidència

Palamós (Girona),
June 22, 2020

Dear Sir,

Please consider this the official invitation to **ANKIT TOMAR** of **INDIAN** nationality born on **11/01/1998** with passport number **Z3975438** for his admission into our **FOOTBALL DEVELOPMENT & SPANISH LANGUAGE PROGRAM AT F.E PALAMÓS CF**, from **1st September 2020 to 30th June, 2021.**

All activities will be carried out in the F.E PALAMÓS CF sports facilities at Carrer Ladislao Kubala, in the municipality of Palamós (Girona) and stay at the official F.E Palamós CF player's Residence located at Carrer Aragó, 8, 17230, Palamós (Girona).

Please feel free to reach out for any further information that you may require regarding this matter by phone +34 972319080 / +34 649 860 151 or email fundacio@fepalamos.cat/ academy@palamoscf.cat

Thanking You
Yours Sincerely,

Joan Pau Perez
President
F.E PALAMÓS CF

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BBA 2020
2019-2020

Deloitte.

Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Opposite to Meenakshi Tech Park,
13th Floor, Survey No. 41,
Gachibowli Village, Ranga Reddy,
Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/02/2020

Mr. Abhishek Jindal
Plot no-79,Flat no-401, Ranga Sai Nilayam, Street no-4,
Addagutta Society, Western Hills,Near Brown Bear Bakery,
Hyderabad - 500072

Subject: Offer of Employment

Dear Abhishek Jindal:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 23, 2020**. **Your employment shall be for a fixed term of 18 Weeks and will end on April 02, 2021, unless extended or terminated earlier either by you or by the Employer in accordance with the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement and the terms and conditions of service**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your compensation, you will receive a Total Monthly Salary of Rs. **25,000**/- during the fixed term of your employment. You will be eligible for a Term End payout bonus of Rs **10,000**/- on completion of the fixed term of your employment. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer as pertaining to Term Bound Hires.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 23, 2020**. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Abhishek Jindal, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.
Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Ramprasad Ramanathan
9DB83952A3D944E...

Authorized Signatory

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Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/31/2020

Mr. Anuragh Jayanth Kashana
H.No 1-13-73/C, Church Compound,
Medak - 502110

Subject: Offer of Employment

Dear Anuragh Jayanth Kashana:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst – Government & Public Services, Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 12, 2020**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,00,000**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the “Deloitte U.S. Firms”) requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer’s Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 12, 2020**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Anuragh Jayanth Kashana, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494426...

Authorized Signatory

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Mr. Anuragh Jayanth Kashana

Acceptance

I, **Anuragh Jayanth Kashana**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
645A2A456E6A432...

08/31/2020

Signature Date

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Gmail

Vinay Karthik K Iyer [redacted]

B.B.A.

Intimation on Offer Letter - K Vinay Karthik

Ascent Helpdesk <donotreply@ascenthr-online.com> Tue, Jan 7, 2020 at 5:06 PM
Reply-To: Ascent Helpdesk <donotreply@ascenthr-online.com>
To: [redacted]

Dear K Vinay Karthik,

It is a pleasure inviting you to join Thomson Reuters team.

We look forward to your valued contributions in taking Thomson Reuters towards greater growth and success.

Your Offer Letter
Your Offer Letter (Employment Contract) as well as the Terms & Conditions of your employment with Thomson Reuters International Services Private Limited is available in our E-Offer/E-OnBoarding tool. We request you to log into the tool, review the same and send your acceptance within 2 calendar days.

URL Ascent.
Your User Name : [redacted]
Your Password [redacted]

Please change your password on your first log in.

We will provide you the Hardcopy of the offer letter on your date of joining. Please do reach out to your Recruiter - Yamini Sujatha for any queries.

Note: This offer letter will be treated as null & void in the absence of a response from you within 7 calendar days.

e-Onboarding:
Once you accept the offer letter as a next step please complete the e-Onboarding immediately.

To make your Joining day hassle free, all the required forms are made available online for you to fill and on day 1, we'll collect your Signatures on the hard copies. This electronic Onboarding will consume approximately 30 minutes. Keep your Identity, Address, Educational Qualifications, Work Experience and dependent details handy.

To navigate through your Onboarding Formalities please refer to the User Manual (click here to download) which is also available under the 'menu' tab on the tool.

We are looking forward to you welcoming on your Date of joining. We are excited to have you with us.

Thanks and Regards
HR OPS Team

BBA (2020).
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2019-2020
B.B.A

Legato
An Apollo Hospitals Company
Health Technologies

20-Oct-2020

Irfan Pasha Mohammad
Hyderabad

Reg: Offer of employment

Dear Irfan,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **02-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Irfan Pasha Mohammad
Date:

Legato
An Apollo Enterprise
Health Technologies

Annexure – A

Associate Name: Irfan Pasha Mohammad		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Irfan Pasha Mohammad
Date:

DocuSign Envelope ID: EE160654-8F3D-4570-9C71-14FE406AD2A3

Deloitte.

Deloitte Support Services India Private Limited

Opposite Meenakshi Tech Park, 15th Floor,
Sy.No 41, Gachibowli Village, Ranga Reddy,
Hyderabad, Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

10/11/2021

Mr. Nelson Clement
HNo. 192 Pension Lane, Chinna Thokata, New Bowenpally, Tirumalagiri, Secunderabad,
Hyderabad - 500011

Subject: Offer of Employment

Dear Nelson Clement:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst - Finance** based in **Hyderabad**. In accordance with the level mapping, your position with the Employer as **Associate Analyst** is closely aligned with the position of **Career Level 2** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **December 06, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.**3,35,004**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

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Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **December 06, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Nelson Clement, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited
Best regards,

DocuSigned by:
Chandra Shekar Hegganur Shivaramu
FE543F305B5243A...

Authorized Signatory

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BSA 2019-2020

STATE STREET.

September 22, 2020

PRIVATE AND CONFIDENTIAL

Pranav KP

Dear Pranav KP,

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Hyderabad, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Global Delivery Accounting , Associate 1, reporting to Irfan Sayed, Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be October 19, 2020, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

Pranav

STATE STREET.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

Please

2020

STATE STREET.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

Pranav

STATE STREET.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

STATE STREET.

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;
(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or
(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

STATE STREET.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

STATE STREET.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

STATE STREET.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:
(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:
(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

STATE STREET.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited

Chiranjeevi Koppula
Global Mobility, MD
Date: September 22, 2020

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Pranav KP
Date:

STATE STREET.

11/17/2020

Exhibit "A"

Name	**Pranav KP**	
Designation	**Associate 1**	
SALARY COMPONENTS	**Monthly**	**Annual**
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**25,000**	**300,000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

Information Classification: Confidential

Pranav

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2019-2020.

Legato
An Anthem Company
Health Technologies

27-Oct-2020

RAYAPUDI MICHEAL JOSHI
Hyderabad

Reg: Offer of employment

Dear RAYAPUDI,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **09-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

RAYAPUDI MICHEAL JOSHI
Date:

Legato
An Anthem Company
Health Technologies

Annexure – A

Associate Name: RAYAPUDI MICHEAL JOSHI		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

RAYAPUDI MICHEAL JOSHI
Date:

Acknowledged by royroshan836@gmail.com (Roshan Roy on 10/6/2020 2:31:30 PM)

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2019-(2020).

amazon | Development Centre
India

OFFER CUM APPOINTMENT LETTER

Roshan Roy
H.No 2-2-124/8/202, Venkateshwara Enclave, Surya Nagar, Old Alwal, Secunderabad 500 010 500 010

IN

Dear Roshan,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. **Date of Commencement**

   Your employment with Amazon India will commence on **19-Oct-2020**.

2. **Probation**

   You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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BBA 2020

Legato
An Anthem Company
Health Technologies

04-November-2020

Ramakrishna Reddy Rudraram
Hyderabad

Reg: Offer of employment

Dear Ramakrishna,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad – GAR – T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **23-November-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Ramakrishna Reddy Rudraram
Date:

Legato

Annexure – A

Associate Name: Ramakrishna Reddy Rudraram

Designation: **Associate - Claims**

Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	**201143**	**16762**
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	**230000**	**19167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift)*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Ramakrishna Reddy Rudraram
Date:

ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

Date: **03/Jan/2022**

Name: **Sherwin Gomes**
Address: **H NO 1-5-1117/22/4,Casa Grand,Road No 5, Alwal Hills,Old Alwal,Hyderbad,T.S-500010**
Employee ID: **100518447**

Dear **Sherwin Gomes** ,

This is in reference to your present **fixed term contract** with ManpowerGroup.

Consequent on the extension of the assignment being handled by you with our Client, we hereby inform you that the end date of your present fixed term contract has been extended to **30/Jun/2022** on the following terms and conditions:

a. The other terms and Conditions of the Original Fixed Term Contract shall remain unchanged and will apply mutatis mutandis to this extended period of fixed term.
b. The compensation package as per the Original annexure is being retained.
c. Subject to your acceptance and returning the duplicate of this letter duly signed signifying your acceptance.

For **ManpowerGroup Services India Pvt. Ltd.**



Authorised Signatory

Signature

Accepted By

Sherwin Gomes



26-May-2021

C4962301

Hema Sundhar Tirupathi
H. no 7-62 Lingamaiah Colony Ameenpur, HYD,502032 502032
Management Level - 13
Sublevel - 3

Job Profile - Transaction Processing New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **Hema,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

Reference Id: e9a769f6-f0ab-4398-a608-d63af57ffd2e_2
Signed By: Jal Rumi Master

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 237800** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Hema, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **jyothirmayi.sravani** at **7989418905** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 205000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 205000	**INR 237800**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 205000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

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(2019 - 2020)

IKS HEALTH

PRIVATE & CONFIDENTIAL

Amulya Vadla,
H.No: 6-31/B, Giri Teja Residency, Vennalagadda,
Jeedimetla,
Hyderabad
November 7, 2020
Dear Amulya Vadla,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer_AR**, in Grade **11**, in Department **RCM** with our organization commencing from **November 9, 2020.**

Your annual compensation will be INR **350000.00/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** 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 IKS Health 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 IKS Health way of life.

This Offer Letter is subject to You securing a minimum of 60% (in the aggregate) in your final examination conducted by your university, failing which the organisation shall be entitled to withdraw this Offer Letter or terminate the Letter of Appointment (as the case may be) with immediate effect resulting in the termination of your employment with us. Therefore, You are expected to share your final year result with us as soon as You receive the same from your university.

This offer of employment is also contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Hyderabad** office on **November 9, 2020**. Please keep your recruiter informed, in case of advancement in the joining date.This offer of employment does not create a contract, regardless of your acceptance of the same, and IKS Health retains the right to withdraw this offer of employment at any time before ***November 9, 2020*** *for any reason or no reason.* ***Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.***

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Amulya Vadla

BBA (2020)

Ref No: 15148777

Cognizant

09-Nov-2020

Serene Pearl

Dear Serene,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Voice** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your Annual Total Compensation will be **Rs.220,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before **23-Nov-2020.**

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

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

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

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature : **Date:**

Annexure A

Name: Serene Pearl **Designation:** Process Executive - Voice

Airtel 6:00 PM 73%

ADROIT
Infocom India (P) Ltd.

Suite No 235 & 233, 2nd Floor, 'C'Block,
Chandralok Complex, Paradise, S.D.Road,
Secunderabad-500 003. T.S. India
Ph : 040-27816932, 040-27840550
Pan No : AACCP0725E
S.T. No : AACCP0725ESD001
CIN No : U72300TG1996PTC-023240

Date: 03.02.2020

TRAINEE INTERNSHIP OFFER LETTER

To,

Ms. T. Showri Priyanka,

We are pleased to offer you an Internship opportunity as Intern(trainee).
The internship will commence from February 3rd, 2020. The training will be done under the guidance of our technical team. The working hours are as per companies working hours from Monday to Friday between 9am and 6pm. Permission for leave should be taken from the concerned authority well in advance. The internship can be terminated at any point of time for unacceptable behavior or reasons unconditionally.

Congratulations and welcome to the team.

Your's Sincerely

For Adroit Infocom India Pvt Ltd

Auth. Signatory

ADROIT Infocom India (P) Ltd. ADROIT Sec'bad. Secunderabad.

caribou
TECHNOLOGIES

Flat 103 Plot 68 Abhiteja Classic Villa Gautami Enclave Kondapur Hyderabad Telangana 500084 http://cariboutech.com

CERTIFICATE

This is to certify that Mr. Sunkara Sajunu Naidu , M.C.A. student of Loyola Academy Degree and PG College, ALWAL, Secunderabad, with Reg No. :**1117-039-17-103** has successfully completed the project work titled "**e-Locks**" as a part of his curriculum.

He has done the above project using **AngularJS , Java Play Framework 2.7 and MongoDB 3.3** during the period from January 2020 to April 2020, under the guidance and supervision of Rajiv Joshi (Lead Engineer) at Caribou Technologies Pvt Ltd.

He has completed the project in stipulated time. He is a sincere and hard working engineer and his conduct during the execution of the project is commendable.

Thanks

Caribou Technologies Private Limited

Renuka Mishra
(HR and ADMIN Manager)



EMPLOYMENT AGREEMENT

This Employment Agreement is entered into on this day 1st July 2020 (hereinafter referred to as the 'Agreement') by and between Mr. B Stalin Joseph (hereinafter referred to as the 'Employee') and M/s Codeprism Technologies Pvt. Ltd. having registered office at Hyderabad (hereinafter referred to as the 'Employer'), lays down the terms of Employeeship, agreed upon by the Employee and Employee. Whether stated explicitly in the Agreement or not, both the Employer and the Employee have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

Job Title

You will be given the position of Senior Java Developer, you will work on Spring boot project, and will report directly to Mr. Anupam Gupta.

Remuneration/ salary

The employee shall be paid an monthly salary of Rs. 12,000/- per month during Employeeship period

Code of Conduct

a. Employee shall be present in the Office on all working days as per the Company working hours prescribed.
b. Any delay / deviation in adhering to the timings are to be intimated to your Manager or HR. Not adhering to which may be considered as extra/under working or salary deduction as per the Manager's instructions.
c. No leave will be permitted during the training period unless agreed upon, with a written approval from the Manager.
d. Absence from duty continuously for 5 (Five) working days, without the consent of the Manager would be considered as termination unless approved by the Manager concerned.
e. During the period of your training if applicable, you will work honestly, faithfully, diligently and efficiently for the growth of the Company.

f. Employees shall adhere to all Company Policies.

Performance of Duties

The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

Termination of Employment

a. During your engagement with the Company, either you or the Company can terminate the appointment by giving 7 calendar days written notice. No notice or payment in lieu thereof shall be payable by the Company when the employment is discontinued / terminated on account of any misconduct.
b. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
   You will be governed by the Company's laid down Code of Conduct / Policies and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

Leave and Holidays

a. Employee shall be entitled to Leave as per the Company’s rules.
b. Public/Government Holidays are as per the Company specified list which will be circulated at the beginning of every calendar year.

Statement of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to

terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

Restraints

a. Access to Information

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

b. Escalation/Exception Reporting

- A set of areas/jobs to be carried out by each function/department will be decided.
- For each area/job - a suitable policy will be formulated/evolved.
- For every policy - standards of measurement will be laid down.
- Goals for year/quarter/month will be periodically reviewed.
- Deviation if any with regard to policies or standards will be monitored and brought up for discussion interview meetings if such deviation could wait till review meeting.
- Alternatively, if such deviation will pose a threat and if it is not corrected it will be escalated immediately for corrective action jointly agreed upon and it will be implemented as per schedule. If there is any deviation/modification/amendment it will be further escalated to the next level.

Authorization

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

Passwords

Access to our network, development environment and emails is through individuals' passwords. For security reasons it is essential to maintain confidentiality of the same. If the password is forgotten, Networking & Communication Group is to be contacted to reset and allow you to use a new password.

Unauthorized Software

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

Confidentiality

a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of which, to competitors of the Employer would be highly detrimental to the interests of the Employer.
b. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
c. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstances during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.

Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be a work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Non- Solicitation

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of 6 months following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer

for his own benefit or that of any third person or organization. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

Jurisdiction

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

Retirement

You shall automatically retire from the services of the Company at the age of 60 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Severability

If a court holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement will remain in full force and effect.

General

a. The terms and conditions above are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time. You certify that there are no outstanding agreements or obligations that are in conflict with the terms of this contract, or that would preclude Employee from complying with the provisions hereof.
b. This Agreement will remain in full force and effect unless otherwise terminated by either party.
c. Section headings and titles are for convenience only and shall be of no force or effect in the construction or interpretation of this Contract.
d. If any terms of this Contract are deemed to be unenforceable by a court of competent jurisdiction, then such term shall be deemed deleted. The remaining terms shall be construed so as to give maximum lawful effect to any such deleted terms.
e. No waiver by either party of any breach of any provision of this Contract shall constitute a waiver of any other breach of that or any other provision of this Contract.
f. Any notices, requests, or demand required or permitted herein, be in writing and e-mailed to the addresses set forth below and provided however that either party may change its address by

written notice to the other party. If to Employee: S.Sehsa Sai, If to the Company: CodePrism Technologies Pvt. Ltd.

Entire Agreement

This Agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

In case of any conflict or doubt, please discuss the matter with Mr. Godwin, to understand the position of the Company and resolve the conflict.

This is to certify that I have gone through wholly and understood all the terms and conditions mentioned in **herewith, I** hereby accept and agree to abide by them:

Name in Full: B Stalin Joseph

Signature: _____

Date: 1st July 2020
Place: Hyderabad

ACCESSION
AIM @ NEW HEIGHTS IT SERVICES

OFFER LETTER

Date:01-02-2020

Dear Mr. Patlolla Naveen Kumar Reddy,

AccessionIT Services Private Limited is pleased to offer you an Internship opportunity as Intern. You will report directly to Team Lead at AccessionIT Services Private Limited. As you will be receiving an academic credit for this position. However, you will be receiving experience Certificate as a part of an Internship program.

1. Your schedule will be starting from 03/02/2020. You are required to report before 03/02/2020 unless the date is extended as per mutual understanding and communication by the organization.
2. The Intern working hours are as per the Company working hours from Monday to Saturday.
3. Approval of leave from Team Lead is mandatory in case of emergency.
4. Your Internship can be terminated at any time either because of your behaviour or company is having all the rights to terminate your Internship if finds any unacceptable behaviour.

Congratulations and Welcome to the team.

Sincerely,

For,

ACCESSION IT SERVICES Somajiguda, Hyd-82

AccessionIT Services Private Limited

#6-3-571/1&2, First Floor, Rockvista, Somajiguda, Hyderabad-500082.
Ph : +91 40 48517520 / 21, E-mail : contact@accessionit.com, contact@cloudindojo.com
Website : www.accessionit.com, www.cloudindojo.com

ACCESSION
AIM @ NEW HEIGHTS IT SERVICES

OFFER LETTER

Date:01-02-2020

Dear Mr. Aare Srikanth,

AccessionIT Services Private Limited is pleased to offer you an Internship opportunity as Intern.

You will report directly to Team Lead at AccessionIT Services Private Limited.

As you will be receiving an academic credit for this position. However, you will be receiving experience Certificate as a part of an Internship program.

1. Your schedule will be starting from 03/02/2020. You are required to report before 03/02/2020 unless the date is extended as per mutual understanding and communication by the organization.
2. The Intern working hours are as per the Company working hours from Monday to Saturday.
3. Approval of leave from Team Lead is mandatory in case of emergency.
4. Your Internship can be terminated at any time either because of your behaviour or company is having all the rights to terminate your Internship if finds any unacceptable behaviour.

Congratulations and Welcome to the Team.

Sincerely,

For,

ACCESSION IT SERVICES Somajiguda, Hyd-82

AccessionIT Services Private Limited

#6-3-571/1&2, First Floor, Rockvista, Somajiguda, Hyderabad-500082.
Ph : +91 40 48517520 / 21, E-mail : contact@accessionit.com, contact@cloudindojo.com
Website : www.accessionit.com, www.cloudindojo.com

Scanned with CamScanner

ADROIT
Infocom India (P) Ltd.

Suite No 235 & 233, 2nd Floor, 'C'Block,
Chandralok Complex, Paradise, S.D Road,
Secunderabad-500 003. T.S. India
Ph : 040-27816932, 040-27840550
Pan No AACCP0725E
S T No AACCP0725ESD001
CIN No U72300TG1996PTC-023240

Date: 03.02.2020

TRAINEE INTERNSHIP OFFER LETTER

To,

Ms. S.Vyshnavi,

We are pleased to offer you an Internship opportunity as Intern(trainee).
The internship will commence from February 3rd, 2020. The training will be done under the guidance of our technical team. The working hours are as per companies working hours from Monday to Friday between 9am and 6pm. Permission for leave should be taken from the concerned authority well in advance. The internship can be terminated at any point of time for unacceptable behavior or reasons unconditionally.

Congratulations and welcome to the team.

Your's Sincerely

For Adroit Infocom India Pvt Ltd

Auth . Signatory

ADROIT Infocom India (P) Ltd. ADROIT Secbad Secunderabad



EMPLOYMENT AGREEMENT

This Employment Agreement is entered into on this day 20th Jan 2020 (hereinafter referred to as the 'Agreement') by and between Mr. Bhupathi Pramod Kumar (hereinafter referred to as the 'Intern') and M/s Codeprism Technologies Pvt. Ltd. having registered office at Hyderabad (hereinafter referred to as the 'Employer'), lays down the terms of internship, agreed upon by the Intern and Intern. Whether stated explicitly in the Agreement or not, both the Employer and the Intern have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

Job Title

The Intern shall be offered the position of an Intern for Java Spring Boot Software developer and shall report directly to Mr. Anupam Gupta.

Remuneration/ salary

The employee shall be paid an monthly salary of Rs. 4,000/- per month during internship period

Code of Conduct

a. Intern shall be present in the Office on all working days as per the Company working hours prescribed.
b. Any delay / deviation in adhering to the timings are to be intimated to your Manager or HR. Not adhering to which may be considered as extra/under working or salary deduction as per the Manager's instructions.
c. No leave will be permitted during the training period unless agreed upon, with a written approval from the Manager.
d. Absence from duty continuously for 5 (Five) working days, without the consent of the Manager would be considered as termination unless approved by the Manager concerned.
e. During the period of your training if applicable, you will work honestly, faithfully, diligently and efficiently for the growth of the Company.

f. Interns shall adhere to all Company Policies.

Performance of Duties

The Intern agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

Termination of Employment

a. During your engagement with the Company, either you or the Company can terminate the appointment by giving 7 calendar days written notice. No notice or payment in lieu thereof shall be payable by the Company when the employment is discontinued / terminated on account of any misconduct.
b. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
   You will be governed by the Company's laid down Code of Conduct / Policies and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

Leave and Holidays

a. Intern shall be entitled to Leave as per the Company's rules.
b. Public/Government Holidays are as per the Company specified list which will be circulated at the beginning of every calendar year.

Statement of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to

terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

Restraints

a. Access to Information

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

b. Escalation/Exception Reporting

- A set of areas/jobs to be carried out by each function/department will be decided.
- For each area/job - a suitable policy will be formulated/evolved.
- For every policy - standards of measurement will be laid down.
- Goals for year/quarter/month will be periodically reviewed.
- Deviation if any with regard to policies or standards will be monitored and brought up for discussion interview meetings if such deviation could wait till review meeting.
- Alternatively, if such deviation will pose a threat and if it is not corrected it will be escalated immediately for corrective action jointly agreed upon and it will be implemented as per schedule. If there is any deviation/modification/amendment it will be further escalated to the next level.

Authorization

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

Passwords

Access to our network, development environment and emails is through individuals' passwords. For security reasons it is essential to maintain confidentiality of the same. If the password is forgotten, Networking & Communication Group is to be contacted to reset and allow you to use a new password.

Unauthorized Software

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

Confidentiality

a. The Intern acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of which, to competitors of the Employer would be highly detrimental to the interests of the Employer.
b. The Intern further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
c. Accordingly, the Intern covenants and agrees with the Employer that he will not, under any circumstances during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.

Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be a work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Non- Solicitation

Following the termination of employment of the Intern by the Employer, with or without cause, or the voluntary withdrawal by the Intern from the Employer, the Intern shall, for a period of 6 months following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own

benefit or that of any third person or organization. The Intern shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

Jurisdiction

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

Retirement

You shall automatically retire from the services of the Company at the age of 60 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Severability

If a court holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement will remain in full force and effect.

General

a. The terms and conditions above are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time. You certify that there are no outstanding agreements or obligations that are in conflict with the terms of this contract, or that would preclude Intern from complying with the provisions hereof.
b. This Agreement will remain in full force and effect unless otherwise terminated by either party.
c. Section headings and titles are for convenience only and shall be of no force or effect in the construction or interpretation of this Contract.
d. If any terms of this Contract are deemed to be unenforceable by a court of competent jurisdiction, then such term shall be deemed deleted. The remaining terms shall be construed so as to give maximum lawful effect to any such deleted terms.
e. No waiver by either party of any breach of any provision of this Contract shall constitute a waiver of any other breach of that or any other provision of this Contract.
f. Any notices, requests, or demand required or permitted herein, be in writing and e-mailed to the addresses set forth below and provided however that either party may change its address by

written notice to the other party. If to Intern: S.Sehsa Sai, If to the Company: CodePrism Technologies Pvt. Ltd.

Entire Agreement

This Agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Intern by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

In case of any conflict or doubt, please discuss the matter with Mr. Godwin, to understand the position of the Company and resolve the conflict.

This is to certify that I have gone through wholly and understood all the terms and conditions mentioned in **herewith, I** hereby accept and agree to abide by them:

Name in Full: Bhupathi Pramod Kumar

Signature: _____

Date: 20th Jan 2020
Place: Hyderabad

Offer Id : **45735**

Ambate Deepika
H.No 10-5-816/9/D8, Tukaram Gate, Indira Laxmi Nagar, Secunderabad, Lallaguda



Dear **Ambate Deepika**,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Digital Interaction Advisor** in 24/7 Customer Private Limited commencing from the Date **21-Oct-2020**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate L**etter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **21-Oct-2020** at **2:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the session to complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:

    - Six passport size color photographs (important) with white background (Formal Attire)
    - Date of Birth proof certificate (Original and Photocopy)
    - Latest Mark sheet/ Education certificates (Original and Photocopy)
    - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
    - Last drawn Pay slip (if applicable in original)
    - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **20-Oct-2020** and if you do not join the Company on **21-Oct-2020** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

Name : Ambate Deepika

Annexure I

Level / Grade : L1G1

Designation : Digital interaction Advisor

Salary Components			
Fixed Components	**CTC Per Month (1 to 3 months)**	**CTC Per Month (4 to 12 months)**	**CTC Per Annum**
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	869	869	10,428
Special Allowance	7,991	7,991	95,892
Total of Fixed components (I)	**15,160**	**15,160**	**1,81,920**
Benefits			
Provident Fund - Employer's Contribution	1,499	1,499	17,988
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	564	564	6,768
Total of Benefits(II)	**2,524**	**2,524**	**30,288**
Variable Components			
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,600
Self To Work (STW)	2,200	2,200	26400
Total of Variable components (III)	**2,200**	**3,600**	**39,000**
Total CTC Per Month(I+II+III)	**19,884**	**21,284**	**2,51,208**

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

Annexure II

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

ACCESSION
AIM @ NEW HEIGHTS IT SERVICES

OFFER LETTER

Date:01-02-2020

Dear Mr. Mohammad Abdul Majeed,

AccessionIT Services Private Limited is pleased to offer you an Internship opportunity as Intern.

You will report directly to Team Lead at AccessionIT Services Private Limited.

As you will be receiving an academic credit for this position. However, you will be receiving experience Certificate as a part of an Internship program.

1. Your schedule will be starting from 03/02/2020. You are required to report before 03/02/2020 unless the date is extended as per mutual understanding and communication by the organization.
2. The Intern working hours are as per the Company working hours from Monday to Saturday.
3. Approval of leave from Team Lead is mandatory in case of emergency.
4. Your Internship can be terminated at any time either because of your behaviour or company is having all the rights to terminate your Internship if finds any unacceptable behaviour.

Congratulations and Welcome to the Team.

Sincerely,

For,



AccessionIT Services Private Limited

#6-3-571/1&2, First Floor, Rockvista, Somajiguda, Hyderabad-500082.
Ph : +91 40 48517520 / 21, E-mail : contact@accessionit.com, contact@cloudindojo.com
Website : www.accessionit.com, www.cloudindojo.com

Scanned with CamScanner

Amazon - New Hire Orientation

Inbox ×

cshyd-recruitment <cshyd-recruitment@amazon.com>
to

Sun, 5 Jul 2020, 21:47

Hello All,

Congratulations on your joining with amazon!

This is a reminder email regarding your **New Hire Orientation** scheduled for Tomorrow **i.e. 6th July**. Please check your emails and make sure you join the orientation session as per the scheduled time mentioned in the email without fail.

Please note, if you have not received your desktop from amazon yet, you can use your mobile phone or any other available device to attend the session tomorrow as it is mandatory (Please check the instructions in the email sent by the Training team (the email is sent from QNT team and hence search your inbox for "QNT" if you don't find the email))

Please do not reply to this email

Thanks & Regards,
Amazon Recruitment Team

Reply Forward

A Arvind Reddy,
Loyola College (MCA).
Mobile: +91 8328341508

13th Dec, 2019

Dear Arvind,
Sub: **Letter of Internship and Offer of Appointment**

We are pleased to offer you appointment as **"Intern"** with our Company on the terms and conditions incorporated in the Service Agreement, which is herewith enclosed. Please sign the Service Agreement as well as the clause of acceptance here under as your acceptance of our offer.

The period of Internship will commence from the date of joining planned as 13th Jan 2020 and will be in operation for 6 months through end of June 2020.

During the Period of Internship you will be paid a stipend of 12,000 rupees per month. Also you will generally not be eligible for vacation time during the internship period unless for reasons of health or other emergencies.

Post Internship you will absorbed as a full time employee in the role of **Software Engineer**. This full time status will activate from 1st July 2020 and the gross compensation is fixed at Rs **3 lakhs** per annum from hereon.

Your remuneration structure is personal to you and should not be disclosed or discussed with others. Your expected start date will be 13th Jan 2020.

All the other terms and conditions will be applicable as per the Legal Agreement signed between Vassar Labs and the employee.

Please note that during the course of your tenure at Vassar Labs, you might be required to work at any place in the world depending on project needs.

We wish you a rewarding and exciting career with **Vassar Labs**.

Yours Sincerely,
For **Vassar Labs Pvt Ltd**

Authorized Signatory

I hereby accept the above offer of appointment as per the terms and conditions of the enclosed Service Agreement and I am hereunder signing as token of my acceptance of the Service Agreement.

_____
(Employee)
Date:

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111-1180442032019-2020 M.B.A

VERITY

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

21st July 2020

To,
Prerna Chawla

Dear Prerna,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited ("Verity" or the "Company") under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company's business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company's business and your role within it. In this letter, the term "Verity" means any branch, subsidiary or affiliate of the Company.

1. Title & Reporting

   Your title will be **Trainee** in **Management Reporting Department**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2. Place of Work

   You will be based at the Company's offices in Hyderabad.You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3. Date of Commencement

   Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **11th August 2020** or an alternate date mutually agreed by you and the Company.

4. Total Employment Cost

   Your total employment cost is **Rs 4,03,440/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed annually.

Cognizant

(19-20)

Butterfly EduFields
bridging the learning divide

111718044206
M.B.A

Internship Offer Letter

Date : 29th November 2019

Dear Mr. Rinesh,

Congratulations! We are delighted to offer you the position of **Intern-Sales & Marketing** *at* **Butterfly Edufields Pvt Ltd.** This would be based in **Hyderabad.** Please find the following confirmation of the specifics of your internship:

Position Title: Intern –Sales & Marketing
Start Date: 27th February 2020
End Date: 27th April 2020
Working Days: Monday to Saturday
Working Hours: 10am to 6pm
Supervisor for Internship: Head –Sales & Marketing
Internship Fee: Rs 5000/- per month+ Rs 150 per day will be paid as conveyance allowance only for official local field travel.

Note: As per the company requirement Butterfly Edufields may offer you the permanent role after reviewing your performance.

As an internal requirement we would request you to sign and return the duplicate copy of this letter as a token of your acceptance. Kindly submit the mentioned documents in **Annexure B** at the time of your joining.

Yours truly,

Meenakshi Joshi

BUTTERFLY EDU... LTD. Secunderabad

HR Director

For Butterfly EduFields Pvt Ltd.,

I accept the offer as outlined above.

(Name)

Date

Butterfly Edufields Private Limite
Amsri Eden Square, 5th Floor, Office no. 7, St. John's Road, Bhagyanagar Quar
Beside Apollo Hospital, Secunderabad, Telangana - 500 0
040-27711020 www.butterflyfields

Cognizant

Ref No: 15401947

17-Feb-2021

Harry Sherlein

Dear Harry,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Voice** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your Annual Total Compensation will be **INR 220,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

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

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before **19-Feb-2021**.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Knoah

111718044216

M.B.A

2019-2020

Ref. No: KSPL/NBOL/08/20

Date: 26th Aug,2020

Dear Vinna Louis,

Sub: Letter of Offer

Congratulations and Welcome to Knoah! We are pleased to make this offer and appointment letter are delighted to have you as a part of our Team!

Salient Terms & Conditions of your appointment with Knoah Solutions are as follows:

Your business title will be "Content Developer & Soft Skills Trainer" with Organization Band "S" and Sub-band S-3

1. Your annual Total Cost to the Company will be Rs.430300 PA (Rupees Four Lakh Thirty Thousand Three Hundred Only) as Fixed pay component. Wherever applicable you will be eligible for Variable payout based on various programs in your respective business functions. Other benefits or allowances are paid in addition to your TCC.

2. Your place of work will be "Hyderabad". The following has been agreed upon:

   • Date of Joining TBMA

3. As a part of your employment you may be required to register at the National Skills Registry developed by NASSCOM. This enables the Company to assess your credentials from the standpoint of personal, academic and career information. The registration also secures your identity and credentials from potential misuse, as well as offers increased security for the Company.

4. You shall be required to provide the Company all documents and information as set forth in Annexure I of this Letter of Offer.

5. Knoah Solutions operates 7 days a week, 24 hours a day. You will be expected to attend office - as assigned to you. As a Full time employee, you will be eligible for 2 weekly offs, any two days of the week, depending upon business needs. You may however be required to attend office on your off days if the business needs so demand. In such cases, you will be eligible for compensatory pay/ off according to Company policy.

6. If any information furnished by you in your application for employment or during the selection process is found to be incorrect or false at any time during your employment, and / or if you have suppressed material information regarding your qualification and experience, the Company may terminate your services without any notice or compensation.

With warm regards,
For Knoah Solutions Pvt. Ltd.,

V. Narendra Kumar
Vice President -HR & Training

DOJ:

Candidate Name & Signature

com/mail/u/0/#sent/KtbxLrjCJqJpGLVDrBnzNJcnMdpXGgLHgV?projector=1&messagePartId=0.7

Cognizant

Butterfly Edufields

bridging the learning divide

Internship Offer Letter 111718044124

Date : 29th November 2019

(2019-2020)

Dear Mr. Ashles,

Congratulations! We are delighted to offer you the position of **Intern-Sales & Marketing** in **Butterfly Edufields Pvt Ltd**. This would be based in **Hyderabad**. Please find the following confirmation of the specifics of your internship

Position Title: Intern –Sales & Marketing
Start Date: 27th February 2020
End Date: 27th April 2020
Working Days: Monday to Saturday
Working Hours: 10am to 6pm
Supervisor for Internship: Head –Sales & Marketing
Internship Fee: Rs 5000/- per month+ Rs 150 per day will be paid as conveyance allowance only for official local field travel.

Note: As per the company requirement Butterfly Edufields may offer you the permanent role after reviewing your performance.

As an internal requirement we would request you to sign and return the duplicate copy of this letter as a token of your acceptance. Kindly submit the mentioned documents in **Annexure B** at the time of your joining.

Yours truly,

Meenakshi Joshi,

BUTTERFLY EDUFIELDS PVT. LTD. Secunderabad

HR Director

For Butterfly EduFields Pvt Ltd.,

I accept the offer as outlined above.

(Name)

Date

Butterfly Edufields Private Limited
Amsri Eden Square, 5th Floor, Office no. 7, St. John's Road, Bhagyanagar Colony,
Beside Apollo Hospital, Secunderabad, Telangana - 500003.
(040) 27711020 | www.butterflyfields.com

MBA 1117180442208
(2019-2020)

Transaction Risk Investigator – BRI (Hyderabad)_Selection_Amazon_ DOJ 31st May 2021 (12 months contract)

1 message

Sharma, Deepa <amdees@amazon.com>
To: manukondashiny@gmail.com <manukondashiny@gmail.com>

Sat, May 15, 2021 at 2:06 PM

Dear Shiny Manukonda,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and we hope that you will have a long and fruitful career with Amazon.

You will be joining Transaction Risk Investigator – BRI (Hyderabad) and your date of joining will be 31st May 2021

Your **gross salary** for the role will be 290000 INR per annum.

Please reply to this email with your acceptance **within 24 hours** of receiving this email.

Please note the following:

- Please Login to the **FADV BGC portal** and submit all the required documents once you receive them. BGC login credentials will be emailed soon.

- Pan card, E Adhaar & bank account are mandatory to join Amazon, so please ensure that you have these documents ready with you.

- To enable Amazon India to make EPF contributions, the Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to meet the statutory requirement of linking your Aadhaar details with UAN, the Company will mandatorily collect a copy of your e-aadhar, which needs to be uploaded on the <web based online onboarding tool. Kindly make a note of this mandatory requirement and keep a copy of e-aadhar downloaded from UIDAI portal.

- Your selection and employment with Amazon is subject to successful background verification clearance.

Note: You will not be eligible for this role, if you are already an Amazon employee.

Below are few important points to note & acknowledge:

- We are allowing all our employees to work from home till the COVID- 19 situation eases and you will also be able to work from home from your current location. However, you have to relocate to your place of posting once the situation eases or as and when you are required to relocate.

- IT equipment will be delivered to your current address to enable work from home option. Please ensure that you update the address correctly in the MACF form shared along with the offer letter documents.

- Please be informed that IT assets will be delivered through courier at the address provided by you. In event the said address is non-serviceable for any reason, you will be required to travel to your base office location/our nearest corporate office to collect the IT assets prior to your date of joining. In event you require any additional clarifications, please reach out to your respective Hiring Manager.

- You have to set up internet connection before your joining date with a speed range of 50-100 Mbps.

Look forward to having you on board.

1117180944238
M.B.A (2019-2020)

Verity Knowledge Solutions Pvt. Ltd.
Office Floor 1, Building # 14
Raheja Mind space, Hitech City, Madhapur
Hyderabad – 500081

Tel: +91-40- 44608700;
Fax: +91-40- 44608799
Website: www.verity.co.in
Email: hr@verity.co.in

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

21st July 2020

To,
Raviteja Thalluri

Dear Raviteja,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited ("Verity" or the "Company") under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company's business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company's business and your role within it. In this letter, the term "Verity" means any branch, subsidiary or affiliate of the Company.

1. Title & Reporting

   Your title will be **Trainee**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2. Place of Work

   You will be based at the Company's offices in Hyderabad.You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3. Date of Commencement

   Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **3rd August 2020** or an alternate date mutually agreed by you and the Company.

4. Total Employment Cost

   Your total employment cost is **Rs 4,63,440/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed annually.

VERITY

Knowledge Solutions



Anoop Kumar PVSP

20200037

Emergency Help Line : +91 40 44608700

111718044211
2019-2020
MBA

Butterfly Edufields

Internship Offer Letter

Date: 29th November 2019

Dear Mr. Vincent,

Congratulations! We are delighted to offer you the position of **Intern-Sales & Marketing** at **Butterfly Edufields Pvt Ltd.** This would be based in **Hyderabad**. Please find the following confirmation of the specifics of your internship:

Position Title: Intern –Sales & Marketing
Start Date: 27th February 2020
End Date: 27th April 2020
Working Days: Monday to Saturday
Working Hours: 10am to 6pm
Supervisor for Internship: Head –Sales & Marketing
Internship Fee: Rs 5000/- per month+ Rs 150 per day will be paid as conveyance allowance only for official local field travel.

Note: As per the company requirement Butterfly Edufields may offer you the permanent role after reviewing your performance.

As an internal requirement we would request you to sign and return the duplicate copy of this letter as a token of your acceptance. Kindly submit the mentioned documents in **Annexure B** at the time of your joining.

Yours truly,

Meenakshi Joshi

BUTTERFLY EDUFIELDS PVT. LTD. Secunderabad

HR Director

For Butterfly EduFields Pvt Ltd.,

I accept the offer as outlined above.

(Name) **Date**

Butterfly Edufields Private Limited
Amsri Eden Square, 5th Floor, Office no. 7, St. John's Road, Bhagyanagar Colony,
Beside Apollo Hospital, Secunderabad, Telangana - 500003
(040) 2771 1020 | www.butterflyfields.com


PTC-1801
B.SNIGDHA REDDY
O-VE
PRUDENT
Globaltech Solutions
USA - HYDERABAD, INDIA.


On Contract with
Mahindra
LOGISTICS
CHINNAPA REDDY
E Code : GRH023
Date of Joining : 21-06-2021
Designation : MH PLANNING DPT
Blood Group : B+ve
Emergency Contact : 6305095640
Unit : FLIPKART GROCERY
M/S. GR GROUPS
No 1/35, 1st Floor, SS Complex,
Near Asian Mukund Theatre, Surya Nagar,
GR GROUPS
the manpower

HEALTH INSURANCE
Aditya Birla Health Insurance Co. Limited

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

111718044253
2019-2020
MBA

Pawan Kumar Pandey
Loyola Academy

Dear Pawan,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the "**Aditya Birla Health Insurance Co. Ltd.**" as **Sales Manager.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both professionally and personally, while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by 1st **April, 2020.** In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your College and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.

Happy Learning!

Best Wishes,

Niren Srivastava

Head – HR & Administration

Trademark/Logo Aditya Birla Capital logo is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited und... agreement(s).

2019 2020

Axiom IO

111718044254
M.B.A

Dt. 10/11/2020

Dear Ms.: Anusha Pudota,

Pursuant to our ongoing discussions where your application was under due consideration,
We are pleased to extend to you an offer to join our Company on the following terms:

Designation	Junior Business Analyst
Remuneration	INR 3,00,000 PA as Cost to
Date of joining	16-11-2020
Last date for receipt of Acceptance	16-11-2020
Original Documents to be produced on Joining Date	i. Educational Qualifications – 10th Class and above ii. Professional Qualifications – all previous employments iii. Proof of Date of Birth iv. PAN, Aadhar and Passport

This offer of employment is subject to positive feedback on your reference checks and background verification. If the terms and conditions are acceptable to you, kindly communicate to us of your acceptance by the date as above mentioned with an express confirmation around the date of joining.
Along with this letter of employment, we are also sharing with you, certain other relevant information for your perusal. We are glad to inform you that you will be an important part of our growing organization and would like you to play an important role in creating a culture driven to improve and excel in all areas.
We welcome you to join us in this exciting journey.

With best wishes,

Yours faithfully,
For AxiomIO IT Services Pvt Ltd.
Manager-HR.

Curia India Private Limited
(Formerly Albany Molecular Research
Hyderabad Research Centre Private Limited)
CIN: U73200TG2005PTC045178

01 July 2022

Mr. Ravi Boya
H. No:3-9-29/A,
Sharadha Nagar, Ramanthapur
Hyderabad-500013.

Dear Ravi:

Congratulations moving from Contract Rolls to on rolls of Curia

We consider it important for us to understand our mutual expectations regarding your employment with **Curia India Private Limited** ("Formerly **AMRI**"). This Employment Agreement, along with **Appendix A, Appendix B, Appendix C, Appendix D** and **Appendix E** constitute the agreement between us relating to your employment and, when signed by you and an authorized Company representative, will be a legally binding agreement. If there is anything you do not understand, please feel free to discuss this with us. Please also feel free to have a lawyer of your choice review this Employment Agreement for you.

The purpose of this Employment Agreement is to set out the terms of your employment with us as follows:

CONTRACT OF EMPLOYMENT

This contract of employment ("**Employment Agreement**") is made and entered on **01 July 2022** between Curia India Private Limited, a registered company of India, (hereinafter referred to as "**Company**") having its principal place of business at Plot # 9, Survey Nos. 230-243, MN Park, Genome Valley, Turkapally, Shameerpet Mandal, Medchal Malkajgiri District, Hyderabad – 500 078, India.

and

Mr. Ravi Boya, who was residing at H. No:3-9-29/A , Addakatta, Sharadha Nagar, Ramanthapur, Hyderabad-500013 (hereinafter referred to as "You").

The Company is a chemistry-based drug discovery and development company, focusing on applications for new small molecule prescription drugs.

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Scanned with OKEN Scanner

1. Commencement and Term of Employment:
   a) Your effective date of employment will be from **01 July, 2022** ("**Effective Date**").
   b) This offer of employment is contingent upon you being in possession of all lawful permits/authorizations to perform the duties and the obligations as contemplated herein and to accept and perform this employment in India or such other places as the Company may instruct you from time to time.
   c) Subject to Clause 1 (d) below, the term of your employment will be indefinite unless terminated earlier by either of the parties pursuant to the terms of this Employment Agreement.

2. Terms and Scope of Employment
   a) You will be now employed in the position of **Research Scientist Trainee**. You will report to **Dr. Dilip Venkatrao Jarikote, Senior Research Scientist -II** -IN1 Medicinal Chemistry.
   b) Your place of work will initially be in IKP, Lab 2A & 2B, Genome Valley, Turkapally, Shameerpet Mandal, Medchal Malkajgiri District, Hyderabad – 500 078, India.
   c) You hereby agree that, during the period of your employment under this Employment Agreement, you will diligently and loyally devote all of your professional skills, time, energies and best efforts to the performance of your duties on behalf of the Company.
   d) Your initial responsibilities will include, but not be limited to, those described in **Appendix B**, "**Description of Duties Under the Employment Agreement**", to this Employment Agreement. You agree that your responsibilities may be revised from time to time by the Company at its sole discretion.

3. Compensation
   a) Your new salary will be **INR 2,50,000 (Rupees Two Lakhs and fifty Thousand Only)** per annum and is more particularly described in **Appendix C**. Your salary would be paid to you as per the Company's normal payroll cycle, subject to any deduction required by applicable laws. This figure may be revised from time to time according to the Company's policy and at the Company's sole discretion.
   b) You will also be entitled for INR 50,000 as a Retention bonus after you complete your 1-year term from effective date of this agreement. You will be eligible to claim the amount subjective to the acceptance of below conditions.
      - This retention bonus can be paid to you on 31 June 2023 if you accept to remain in employment with HRC at least for next 2 years, from claiming the bonus, which is up to 31 June 2025
      - If any case you resign before 31 June 2024, you are required to pay back entire retention bonus (100%) to the company.

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curia

Curia India Private Limite
(Formerly Albany Molecular Researc
Hyderabad Research Centre Private Limite
CIN: U73200TG2005PTC04517

12 December 2022

Mr. Ravi Boya
H. No:3-9-29/A,
Sharadha Nagar, Ramanthapur
Hyderabad-500013.

Dear Ravi:

Congratulations!!

We are happy to promote you from Research Scientist Trainee to Research Scientist up on successful completion of one-year trainee period.

We consider it important for us to understand our mutual expectations regarding your employment with **Curia India Private Limited** ("Formerly **AMRI**"). This Employment Agreement, along with **Appendix A**, **Appendix B**, **Appendix C**, **Appendix D** and **Appendix E** constitute the agreement between us relating to your employment and, when signed by you and an authorized Company representative, will be a legally binding agreement. If there is anything you do not understand, please feel free to discuss this with us. Please also feel free to have a lawyer of your choice review this Employment Agreement for you.

The purpose of this Employment Agreement is to set out the terms of your employment with us as follows:

CONTRACT OF EMPLOYMENT

This contract of employment ("**Employment Agreement**") is made and entered on **12 December 2022** between Curia India Private Limited, a registered company of India, (hereinafter referred to as "**Company**") having its principal place of business at Plot # 9, Survey Nos. 230-243, MN Park, Genome Valley, Turkapally, Shameerpet Mandal, Medchal Malkajgiri District, Hyderabad – 500 078, India.

and

Mr. Ravi Boya, who was residing at who was residing at Sharadha Nagar, Ramanthapur Hyderabad-500013, (hereinafter referred to as "You").

The Company is a chemistry-based drug discovery and development company, focusing on applications for new small molecule prescription drugs.

Scanned with OKEN Scanner

1. Commencement and Term of Employment:

   a) Your effective date of employment will be from **12 December, 2022** ("**Effective Date**").

   b) This offer of employment is contingent upon you being in possession of all lawful permits/authorizations to perform the duties and the obligations as contemplated herein and to accept and perform this employment in India or such other places as the Company may instruct you from time to time.

   c) Subject to Clause 1 (d) below, the term of your employment will be indefinite unless terminated earlier by either of the parties pursuant to the terms of this Employment Agreement.

2. Terms and Scope of Employment

   a) You will be now employed in the position of **Research Scientist**. You will report to **Dr. Dilip Venkatrao Jarikote, Senior Research Scientist -II** -IN1 Medicinal Chemistry .

   b) Your place of work will initially be in Lab 2a & 2b, IKP, Genome Valley, Turkapally, Shameerpet Mandal, Medchal Malkajgiri District, Hyderabad – 500 078, India.

   c) You hereby agree that, during the period of your employment under this Employment Agreement, you will diligently and loyally devote all of your professional skills, time, energies and best efforts to the performance of your duties on behalf of the Company.

   d) Your initial responsibilities will include, but not be limited to, those described in **Appendix B**, "**Description of Duties Under the Employment Agreement**", to this Employment Agreement. You agree that your responsibilities may be revised from time to time by the Company at its sole discretion.

3. Compensation

   a) Your new salary will be **INR 3,50,000 (Rupees Three Lakhs and fifty Thousand Only)** per annum and is more particularly described in **Appendix C**. Your salary would be paid to you as per the Company's normal payroll cycle, subject to any deduction required by applicable laws. This figure may be revised from time to time according to the Company's policy and at the Company's sole discretion.

   b) You will also be entitled for INR 50,000 as a Retention bonus after you complete your 1-year term from effective date of this agreement. You will be eligible to claim the amount subjective to the acceptance of below conditions.

      - This retention bonus can be paid to you on 12 December 2023 if you accept to remain in employment with HRC at least for next 2 years, from claiming the bonus, which is up to 12 December 2025
      - If any case you resign before 12 December 2024, you are required to pay back entire retention bonus (100%) to the company.

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Sai Make it better together

Ref: OL/2019-20/670

20 October 2020

Nida Fatima
Shameerpet Hyderabad, Telangana, India, (Shameerpet)

Dear Nida Fatima,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Medicinal Chemistry"** department at **"Shameerpet Hyderabad, Telangana, India, (Shameerpet)"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 240000** (Two Lakh Forty Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Performance Bonus / Retention Bonus) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**
   Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:
   - Copy of the Offer Letter.
   - Aadhaar Card, PAN Card
   - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
   - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
   - Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
   - 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
   - Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
   - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
   - Appointment Letter of previous organization
   - Last 6 months bank statement of the salary account.

Notable Points:

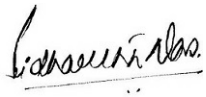
- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

You are hereby requested to confirm the date of joining within 7 working days from the date of offer issued along with the resignation acceptance from your current employer, after the completion of pre-employment medical check-up.

This Offer is valid till 23 October 2020. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **D Kusuma** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.



Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

ANNEXURE I	
Name of the Associate	Nida Fatima
Designation & Department	Trainee & Medicinal Chemistry
Location	Shameerpet Hyderabad, Telangana, India, (Shameerpet)
Level	
CTC	240000

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	180000	15000
Bonus	36000	3000
Special Allow ance	2400	200
Total A	**218400**	**18200**
B Annual benefit		
Provident Fund	21600	1800
Grand Total	**240000**	**20000**

Sai Make it better together

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

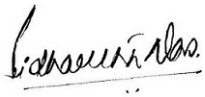
- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2019-20/670
Dear SRL Team,

Paste Recent Photo

Kindly conduct the pre-employment medical test for Mr.Nida Fatima and send a soft copy of the report to and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.

Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

Sai Make it better together

Ref: OL/2019-20/672

20 October 2020

Abhilasha Rai
Shameerpet Hyderabad, Telangana, India, (Shameerpet)

Dear Abhilasha Rai,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Medicinal Chemistry"** department at **"Shameerpet Hyderabad, Telangana, India, (Shameerpet)"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 240000** (Two Lakh Forty Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Performance Bonus / Retention Bonus) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**
   Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:
   - Copy of the Offer Letter.
   - Aadhaar Card, PAN Card
   - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
   - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
   - Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
   - 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
   - Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
   - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
   - Appointment Letter of previous organization
   - Last 6 months bank statement of the salary account.

Notable Points:

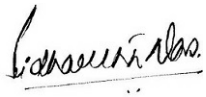
- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

You are hereby requested to confirm the date of joining within 7 working days from the date of offer issued along with the resignation acceptance from your current employer, after the completion of pre-employment medical check-up.

This Offer is valid till 24 October 2020. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **D Kusuma** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.



Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

ANNEXURE I	
Name of the Associate	Abhilasha Rai
Designation & Department	Trainee & Medicinal Chemistry
Location	Shameerpet Hyderabad, Telangana, India, (Shameerpet)
Level	
CTC	240000

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	180000	15000
Bonus	36000	3000
Special Allow ance	2400	200
Total A	**218400**	**18200**
B Annual benefit		
Provident Fund	21600	1800
Grand Total	**240000**	**20000**

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ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
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- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

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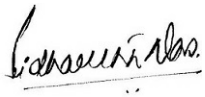
- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2019-20/672

Dear SRL Team,

Paste Recent Photo

Kindly conduct the pre-employment medical test for Mr.Abhilasha Rai and send a soft copy of the report to and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.

Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

May 12,2020

R.Sumesh Kumar
Loyala Academy

OFFER OF APPOINTEMNT

Dear **R.Sumesh Kumar,**

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **"Junior Research Associate"** in **Chemistry Solutions - Synthesis** under the grade of **"Professional"** in level **"P0"** and you will be based at **Hyderabad.**

On successful completion of one year, you will be designated as **"Research Associate".**

Your Annual **Cost to Company (CTC)** will be **Rs.2,50,008/-** per annum (Rupees Two lakhs fifty thousand and eight only). This includes Annual Gross Salary of Rs.2,02,344/- and Retirals & Benefits of Rs.47,664/- per annum. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment.

Please note that you are required to join the organization on or before **July 6,2020** failing which this offer of appointment stands withdrawn**.** Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Kindly note that this offer is confidential.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.

2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following self-attested documents at the time of joining:
    i. Reference letter from Head of Department
    ii. Course completion certificate from the College / Head of the Department
    iii. Four copies of your latest passport size photographs
    iv. Certified true copies of all the educational certificates
    v. PAN Card
    vi. Aadhar Card
    vii. 2 Post Card size photographs of candidate taken along with Family

Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD



Lakshmipathi Itha
Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: _____ **Date: _____**

GVK Biosciences Pvt. Ltd.
Plot No. 28A, Street No. 15
IDA Nacharam, Hyderabad – 500 076

ANNEXURE

SALARY STRUCTURE – R.Sumesh Kumar

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	6,745	80,940
HRA	2,698	32,376
Special Allowance	7,419	89,028
Gross Salary (A)	**16,862**	**2,02,344**
B. Retiral & Other benefits		
Provident Fund [1]	1,700	20,400
Statutory Bonus [2]	1,400	16,800
ESI [1]	548	6,576
Gratuity [2]	324	3,888
Total value of benefits (B)	**3,972**	**47,664**
Total Cost to Company (A +B)	**20,834**	**2,50,008**

1. PF & ESI mentioned above are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policies

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD

Lakshmipathi Itha
Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: _____ **Date: _____**

GVK Biosciences Pvt. Ltd.
Plot No. 28A, Street No. 15
IDA Nacharam, Hyderabad – 500 076

Sai Make it better together

Ref: OL/2019-20/671

20 October 2020

N Pranathi
Shameerpet Hyderabad, Telangana, India, (Shameerpet)

Dear N Pranathi,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Medicinal Chemistry"** department at **"Shameerpet Hyderabad, Telangana, India, (Shameerpet)"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 240000** (Two Lakh Forty Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Performance Bonus / Retention Bonus) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

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2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**
   Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:
   - Copy of the Offer Letter.
   - Aadhaar Card, PAN Card
   - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
   - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
   - Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
   - 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
   - Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
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   - Appointment Letter of previous organization
   - Last 6 months bank statement of the salary account.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
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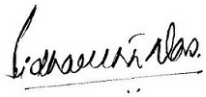

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

ANNEXURE I	
Name of the Associate	N Pranathi
Designation & Department	Trainee & Medicinal Chemistry
Location	Shameerpet Hyderabad, Telangana, India, (Shameerpet)
Level	
CTC	240000

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	180000	15000
Bonus	36000	3000
Special Allow ance	2400	200
Total A	**218400**	**18200**
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Provident Fund	21600	1800
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ANNEXURE II

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- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

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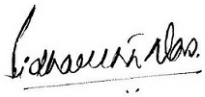
For Sai Life Sciences



Authorized Signatory

Ref: OL/2019-20/671
Dear SRL Team,

Paste Recent Photo

Kindly conduct the pre-employment medical test for Mr.N Pranathi and send a soft copy of the report to and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.

Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

February 20, 2020

To
Mr. B Dayal Swaroop,
H.No. 4-6/211,
Sri Sai Nagar,
Bachupally – 500090

SUBJECT : JOB OFFER.

Daicel Chiral Technologies (India) Pvt Ltd is pleased to offer you a job as a "Trainee Chemist" in our Synthesis R&D. We trust that your knowledge, skill set and experience will be among our most valuable assets.

Period of Employment: Your employment period will be for three years, i.e period commencing from **06th April 2020** and ending on **05th April 2022**. Your employment with the company automatically ends upon completion of the above-mentioned period. Your employment may be renewed for further period subjective to your performance and the company need.

On acceptance of this job offer, as per company policy you'll be eligible to receive the following from your joining date.

You will be under training for a period of six months from the date of your joining. After successful completion of training period, you will be designated as Senior Chemist or training period may be extended based on your performance.

Salary: Annual Gross Salary of Rs.1,80,000/-. Salary break-up is provided in Annexure-I.

Other perks:

- **Family Health Insurance** Rs.5 lakhs medical coverage - Self, spouse, children & parents.
- **Personal Accident Insurance** up to Rs.25 lakh's for self only.
- **Group Term Life Insurance** up to Rs.25 lakh's for self only.
- **Employment Termination:** Notice Period of 90 days.
- **Leaves:** Earned leave–21 days; Sick leave – 9 days.
- **Employer Contribution to PF** over and above salary, amounting to 13% by company includes below & 12% from the employee basic salary.

EPS	EPF	Admin Charges	EDLI
8.33%	3.67%	0.50%	0.50%

Working hours

Monday to Friday
From 9:00 A.M. to 6:15P.M.
Lunch Time: 12:45P.M. -1:15P.M.

You are requested to undergo a pre-employment post offer medical examination as detailed below.

Medical and occupational history

- Vital signs, height, weight
- Vision Screen
- Examination by a physician
- Routine urine analysis
- CBC
- Pulmonary function test
- ECG

In case you accept the above job offer, please sign below and forward one original set of the Job offer along with medical examination. You are hereby advised to join on or before 06th April 2020.

I Accept Job Offer:

I, _____, accept the job offer of "Trainee Chemist" by Daicel Chiral Technologies (India) Pvt Ltd on above terms.

Signature: _____ Date: _____

On receipt of the job offer & Prescribed medical examination fitness, we will issue the employee appointment letter covering the above points in detail.

We at Daicel Chiral Technologies (India) Pvt Ltd look forward to welcoming you aboard. You will be reporting to **Dr. P. V. Swamy, Senior Director – Synthesis R&D**.

For Daicel Chiral Technologies (India) Pvt Ltd

Ch. Lakshmi Narayana, Ph.D
Managing Director
Encl: Salary Structure – Annexure-1

Annexure – 1

SALARY STRUCTURING FOR FINANCIAL YEAR 2019-2020

Mr. B Dayal Swaroop
Trainee Chemist

Compensation Structuring	Input Sheet	Proposed Structure	
		Per Annum	Per Month
Salary Break-up:			
Basic Salary	45% of Base Salary	81,000	6,750
House Rent Allowance	40% of Basic Salary	32,400	2,700
Medical Reimbursement	Fixed	15,000	1,250
Leave Travel Allowance	Fixed		-
Special Allowance	Fixed	51,600	4,300
Cost to the Company		**1,80,000**	**15,000**
GMC (Self, Spouse, Children & Parents) , GPA & GTLI (for self)		24,114	2,010
PF 12% Employer Contribution	On Basic Salary	9,720	810
ESI 3.25% of gross ER Contribution	On Gross Salary	5,850	488
Food	Lunch & Snacks Coupons Provided by company	-	-
Transport	Free of Charge	-	-
Total Cost to Company		**2,19,684**	**17,820**
Deductions from Salary:			
PF 12% on Basic Salary			810
Professional Tax			-
ESI 0.75% of gross EE Contribution			113
Total Deductions			**923**
Net Salary			**14,078**

Note: Income tax as applicable will be deducted from the monthly salary.

SYMED LABS LIMITED

Corp. Office : 8-2-293/174/3, Beside BN Reddy Colony, Road No. 14, Banjara Hills,
Hyderabad-500 034, Telangana, INDIA. Tel : +91 40 23635000, Fax : +91 40 23549428.
URL : http//www.symedlabs.com, CIN No. U24231TG1998PLC029961

Date: 18/01/2021

EMP ID: 3145

To
Ms Nanapuraju Manasa
1-31-359,Indiranagar,Kanajiguda,Alwal.
Mobile No: 9550504033.

Dear **Ms Nanapuraju Manasa**
Sub: - Appointment Order – reg.

With reference to your application for employment and the subsequent interviews you had with us, we are pleased to appoint you as

Tr Supervisor- QA

At our **Unit-II** situated at **Jeedimetla** on the following terms and Conditions:

1. This letter of appointment will take effect from **18/01/2021**
2. Your place of work will be initially at our **Unit-II, Jeedimetla**
3. You will be paid monthly gross salary of **Rs.11500/-**
4. Further, you will be eligible for all statutory benefits as applicable to your category from time to time as per the rules of the statutes.
5. You will report to the HOD / any other Officer authorized by him, with regard to your services from time to time.
6. You will have to make your own arrangements for reaching work place on time.
7. During the period of your service, depending upon the exigencies of work, your services are liable for transfer from Section from Department to Department, from Unit to Unit wherever the Company has its interests without any compensation.
8. Your increments and future prospects in the Company shall entirely depend upon your performance, efficiency, hard work, and regularity in attendance, sincerity, loyalty, good conduct and such other relevant factors. Please note that increment / promotion in no case shall be automatic and / or a matter of right

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

February 20, 2020

To
Mr. S Pavan,
H.No. G5,VSR Classics,
Nizampet,
Hyderabad - 500049

SUBJECT : JOB OFFER.

Daicel Chiral Technologies (India) Pvt Ltd is pleased to offer you a job as a "Trainee Chemist" in our Synthesis R&D. We trust that your knowledge, skill set and experience will be among our most valuable assets.

Period of Employment: Your employment period will be for three years, i.e period commencing from **06th April 2020** and ending on **05th April 2022**. Your employment with the company automatically ends upon completion of the above-mentioned period. Your employment may be renewed for further period subjective to your performance and the company need.

On acceptance of this job offer, as per company policy you'll be eligible to receive the following from your joining date.

You will be under training for a period of six months from the date of your joining. After successful completion of training period, you will be designated as Senior Chemist or training period may be extended based on your performance.

Salary: Annual Gross Salary of Rs.1,80,000/-. Salary break-up is provided in Annexure-I.

Other perks:

- **Family Health Insurance** Rs.5 lakhs medical coverage - Self, spouse, children & parents.
- **Personal Accident Insurance** up to Rs.25 lakh's for self only.
- **Group Term Life Insurance** up to Rs.25 lakh's for self only.
- **Employment Termination:** Notice Period of 90 days.
- **Leaves:** Earned leave–21 days; Sick leave – 9 days.
- **Employer Contribution to PF** over and above salary, amounting to 13% by company includes below & 12% from the employee basic salary.

EPS	EPF	Admin Charges	EDLI
8.33%	3.67%	0.50%	0.50%

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

Working hours

Monday to Friday
From 9:00 A.M. to 6:15P.M.
Lunch Time: 12:45P.M. -1:15P.M.

You are requested to undergo a pre-employment post offer medical examination as detailed below.

Medical and occupational history

- Vital signs, height, weight
- Vision Screen
- Examination by a physician
- Routine urine analysis
- CBC
- Pulmonary function test
- ECG

In case you accept the above job offer, please sign below and forward one original set of the Job offer along with medical examination. You are hereby advised to join on or before 06th April 2020.

I Accept Job Offer:

I, _____, accept the job offer of "Trainee Chemist" by Daicel Chiral Technologies (India) Pvt Ltd on above terms.

Signature: _____ Date: _____

On receipt of the job offer & Prescribed medical examination fitness, we will issue the employee appointment letter covering the above points in detail.

We at Daicel Chiral Technologies (India) Pvt Ltd look forward to welcoming you aboard. You will be reporting to **Dr. P. V. Swamy, Senior Director – Synthesis R&D**.

For Daicel Chiral Technologies (India) Pvt Ltd

Ch. Lakshmi Narayana, Ph.D
Managing Director
Encl: Salary Structure – Annexure-1

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

Annexure – 1

SALARY STRUCTURING FOR FINANCIAL YEAR 2019-2020

Mr. S Pavan
Trainee Chemist

Compensation Structuring	Input Sheet	Proposed Structure	
		Per Annum	Per Month
Salary Break-up:			
Basic Salary	45% of Base Salary	81,000	6,750
House Rent Allowance	40% of Basic Salary	32,400	2,700
Medical Reimbursement	Fixed	15,000	1,250
Leave Travel Allowance	Fixed		-
Special Allowance	Fixed	51,600	4,300
Cost to the Company		**1,80,000**	**15,000**
GMC (Self, Spouse, Children & Parents) , GPA & GTLI (for self)		24,114	2,010
PF 12% Employer Contribution	On Basic Salary	9,720	810
ESI 3.25% of gross ER Contribution	On Gross Salary	5,850	488
Food	Lunch & Snacks Coupons Provided by company	-	-
Transport	Free of Charge	-	-
Total Cost to Company		**2,19,684**	**17,820**
Deductions from Salary:			
PF 12% on Basic Salary			810
Professional Tax			-
ESI 0.75% of gross EE Contribution			113
Total Deductions			**923**
Net Salary			**14,078**

Note: Income tax as applicable will be deducted from the monthly salary.

MSN Life Sciences Private Limited
MSN House, Plot No.: C - 24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2005PTC047655
Tel: +91-40-30438600 Fax: +91-40-30438798

November 12, 2020

Ms.M.Swapna
D/o M.Narsimulu
H no: 9-83/B
Chegunta
Medak(Dist)
Telangana 502255
Mobile No: 9502427432

Dear Ms.M.Swapna,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:
You will be designated as **"Junior Executive-Trainee"**, Grade **"G01"**, in **Quality Assurance** Department based at **MSN Life Sciences Private Limited - MSNLS-II-Chandampet** Location.

2. Remuneration:
This offer is subject to completion of your Masters in Science and submission of all the certificates to the company. Further, please note that, in the event of noncompliance of submitting the pass certificate within the stipulated period i.e., on or before 30th December 2020, this offer will be Cancelled. In this regard you are required to give declaration to the organization.

The Present Salary will be on the basis of Bsc. Your Salary will be revised to M.Sc Grade, from the date of submission of Certificates.
Detailed compensation structure as Total Cost to Company **Rs.141000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:
Please bring all the following documents in original with Photostat copies of the same at the time of joining.

a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
b. All Educational Certificates and any other Certificates related to specific Training and Skills
c. Previous employment Service Certificate / Relieving Letter, if any
d. Last Six Months Bank Statement
e. Aadhaar Cards of self and dependent family members
f. PAN Card
g. Passport / Driving License
h. A cancelled cheque leaf of active bank account
i. Medical Certificate with Reports
j. Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement. You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years, from the date of joining.

Factory: Unit-II, Sy. No.455/A, 455/AA, 455/E & 455/EE, Chandampet (Village), Shankarampet-R (Mandal), Medak District, Telangana, Pincode : 502 255, India.
Phone: +91-8452-334200, Fax: +91-8452-334201, Alternate Fax: +91-40-30438799
www.msnlabs.com

Name: M.Swapna

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

5. Terms & Conditions:

a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.

b. As discussed, you need to join us on or before **November 20, 2020,** failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. R.Ram Mohan Reddy Contact No. 040-30438785

Email ID: ramamohan.ramigani@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
for MSN Life Sciences Private Limited

P Narsimha Rao
Senior Vice President – Group HR

Continuous Sheet

November 12, 2020

Annexure-I

Ms.M.Swapna
Designation: Junior Executive-Trainee
Grade : G01
Department: Quality Assurance

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	7500	90000	Monthly
House Rent Allowance	1631	19566	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Pay Out)	700	8400	Monthly
A - Monthly Gross Total	**9831**	**117966**	
B. Statutory Benefits			
PF (Employer Contribution)	900	10800	Monthly
ESI (Employer Contribution)	320	3834	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	**1920**	**23034**	
C. Fixed Total Cost to Company (A+B)	**11751**	**141000**	
D. Gratuity (As per the Gratuity Act, 1972)	361	4329	
Total Cost to Company (C+D)	**12112**	**145329**	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Life Sciences Private Limited

P Narsimha Rao
Senior Vice President – Group HR

Continuous Sheet

Name: M.Swapna

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **November 20, 2020**, failing which this offer and Appointment Letter stands withdrawn.

2. Your initial place of posting shall be at **MSN Life Sciences Private Limited - MSNLS-II-Chandampet** Location However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.

4. Your Date of Birth is recorded as **July 04, 1998**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.

5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.

6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.

7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

Continuous Sheet

Name: M.Swapna

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

Continuous Sheet

Name: M.Swapna

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature: **Date**

Continuous Sheet

(2020) Msc Organic Chemistry 111718503013

Gmail

Loyola Academy <loyolaplacements@gmail.com

Fwd: Congratulations - Offer- Research Scientist Trainee

1 message

Sat, Apr 10, 2021 at 12:48

Dheeraj Sahu <sahudheer@gmail.com>
To: pgchemistryloyola <pgchemistryloyola@gmail.com>, loyolaplacements <loyolaplacements@gmail.com>

——— Forwarded message ———
From: **kanuka Ashok** <kanukaashokkumar@gmail.com>
Date: Sat, 10 Apr 2021, 12:29
Subject: Fwd: Congratulations - Offer- Research Scientist Trainee
To: <sahudheer@gmail.com>

——— Forwarded message ———
From: **Bhonagiri, Jyothi** <Jyothi.Bhonagiri@amriglobal.com>
Date: Wed, 31 Mar, 2021, 4:02 pm
Subject: Congratulations - Offer- Research Scientist Trainee
To: kanukaashokkumar@gmail.com <kanukaashokkumar@gmail.com>
Cc: Meesala, Sowmitha <Sowmitha.Meesala@amriglobal.com>, Chikkala, Venkat <VenkataRamana.Chikkala@amriglobal.com>

Hi Ashok,

Congratulations!!

In continuation with the interview process at AMRI, we are pleased to inform you that you have been shortlisted and is being offered. Please treat this E-mail as fo confirmation that you have been offered "**Research Scientist Trainee**" position, you will be working as an consultant for 6 months. Upon your review of performar during the tenure as consultant, you will be absorbed as a full-time permanent employee if your performance deems to be satisfactory. You also need to bind for compulsory employment of 2 years.

Your offered Salary as '**Research Scientist Trainee**' is INR 2,40,000 PA. We shall share you formal agreement/contract on your DOJ.

Please feel free to reach out for any sort of clarification.

Look forward to meet you at AMRI.

Regards & Thanks

Jyothi. B

Manager, Human Resources

Albany Molecular Research Hyderabad Research Centre Pvt. Ltd.
Plot No. 9, Survey No. 230 - 243, Phase I
MN Park Pvt. Ltd.,
Turkapally, Shameerpet, Genome Valley, R.R.Dist.
Hyderabad - 500 078
Telangana, INDIA

Tel. No. +91 - 40 - 6687 6605

cid:image001.png@01D33206.EF80BAE0

AMRI NOTICE: This email message, and any attachments or hyperlinks within, contains information of Albany Molecular Research, Inc. (26 Corporate Circ USA) and/or its affiliates (direct contact information for affiliate: Albany Molecular Research Hyderabad Research Centre Pvt. Ltd., Plot #9, Alexandria Know Shameerpet, Genome Valley, RR District, Hyderabad, 500 078, India) that may be confidential, proprietary, legally privileged, or otherwise protected from di solely for the use of the individual or entity named on this message. Access to this email by anyone else is unauthorized. If you are not the intended recipi copying of the contents of this email or any action taken (or not taken) in reliance on it is unauthorized and may be unlawful. If you have received this emai sender immediately and destroy it.

AMRI

2 attachments

image001.png

Audree Infotech

Ref No:100208
Dt: 19/10/2020

Ms. SANDHYA KAYAPALLI
Flat No 404, Our Homes Indur
Maruthi Nagar, Armoor Road, Nizamabad, Telangana
Hyderabad, Telangana, India-503002

Dear Ms. SANDHYA KAYAPALLI,

Sub: Appointment Letter - Reg

We are pleased to appoint you as **SOFTWARE ENGINEER** in **IT-QA** department considering your application and subsequent interview you had with us on the following terms and conditions:

1. **APPOINTMENT**

   The terms governing this appointment will be effective from 19/10/2020 i.e the date of your joining in the organization.

2. **PLACE OF POSTING**

   Your place of posting is at **M/s AUDREE INFOTECH, H.NO.8-3-166/1 & 2, FLAT NO.102 TO 108, A BLOCK, WEST WING, CHALLA ESTATES, ERRAGADDA-500018, HYDERABAD, TELANGANA, INDIA.**

3. **REPORTING**

   You will be reporting to the **MANAGER** or any other officer authorized by the company.

4. **SALARY & ALLOWANCES**

   You will be paid salary and applicable allowances as detailed in the annexure enclosed.

5. **SERVICE RULES**

   You will be covered by the service rules and regulations of the company in force relating to work administration, conduct , discipline and other allied matters which are further likely to be amended under the applicable statutory provisions from time to time.

6. **PROBATION**

   You will be on probation for period of six months from the date of your joining. After successful completion of your probation period, your services will be confirmed by the management accordingly. If the performance during the probation period is found not up to the mark, the probation period will be further extended at the discreation of the management.

AUDREE INFOTECH PVT LTD.
Flat No.105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-500018.
Ph No: 040- 23721900 e-mail : sales@audreeinfotech.com

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Audree Infotech

7. TRANSFER

During the period of service, depending upon the exigencies of work, your services are liable for transfer from one section to another section, from one department to another department, from one unit to another unit or from one place to another place at discretion of management.

8. DUTIES / RESPONSIBILITIES

- You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time duly complying with the directions given to you by your superiors

- You will have the responsibility for efficient, satisfactory and economic operations in the areas of responsibility that may be assigned to you from time to time. Every employee of the company will take upon himself/herself the required degree of responsibility under the rules and regulations framed for the purpose and are accountable for the work undertaken by him/her.

- You will not engage yourself without any written approval of the management in any other employment or hold any other honorary office during the tenure of such employment either as a consultant or work on part time basis with any other company / organization / individual.

- During the course of your employment, in the event of you being, found guilty of misconduct, negligence in the discharge of duties, irregular in attendance, theft, corruption, fraud, forgery, misappropriation or refusal of transfer, disobedience of the orders of superiors, commit any breach of the terms of your employment or of any of the stipulations herein contained, or any other act of omission inconsistent with your duties, render yourself incompetent in performing your duties, the company shall be entitled to terminate your services without any notice or compensation.

9. VERIFICATION

Your appointment is based on the information furnished by you to the company. If at any time the information provided by you is found to be false and misleading, your appointment will be terminated forthwith without any notice or payment / compensation in lieu thereof.

10. APPRAISAL/PROMOTION

Increments and future prospects in the company shall entirely depend upon your performance. Accordingly your performance will be measured by evaluating your efficiency, hard work, attendance regularity, sincerity, loyalty, good conduct and such other relevant factors. Please note that increment/ promotion in no case shall be automatic and can never be claimed as a matter of right.

Ref.No: 100208
AUDREE INFOTECH PVT LTD.
H NO 8-3-166/1 & 2, Flat No 105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-5000
Ph No: 040- 23721900 e-mail : sales@audreeinfotech com

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11. NOTICE PERIOD

- During 1st year of service, if so warranted, termination of the services can be initiated by either side by giving three months notice in writing or with compensation of equivalent amount of gross salary applicable for the said period of 3 months in lieu of notice period.

- On completion of one year, if you choose to resign, you will have to serve 3 months notice in writing to the company and also physically work during the notice period of 3 months without being eligible to any kind of leaves whatsoever. Similarly if the company intends to terminate your services, for any specified reasons, at its discretion, you will be served with three months' notice to the effect or in lieu may pay 3 months gross salary and relieve you immediately. Further the company at its sole discretion will have an option to accept your resignation and relieve you prior to completion of stipulated notice period of three months, without any pay in lieu of notice period.

12. CONFIDENTIALITY

During the period of service, you shall become fully cognizant and familiar with current facets of Company's business, its sources of supply, list of customers, prices, supplies, processes and methods of manufacture, products, sales and distribution & information that relate to its activities in general, which, if disclose might afford third parties an unfair competitive advantage against the Company. The Employee agrees that he shall not directly or indirectly use, make available, sell, disclose or otherwise communicate to any person other than in course of Employee's Employment and for the benefit of the Company either during the period of the Employee's Employment or at any time thereafter. Therefore, the Employee undertakes and guarantees to keep all such information strictly secret and confidential and shall indemnify the Company for any breach of his confidentiality obligations.

13. NON-SOLICITATION

During your Employment with the Company, you agree that you will not directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, knowingly solicit, aid or induce,

(i) any Employee of the Company or any of its subsidiaries or affiliates to leave such Employment in order to accept Employment with or render services to or with any other person, firm, corporation or other entity unaffiliated with the Company or knowingly take any action to materially assist or aid any other person, firm, corporation or other entity in identifying or hiring any such Employee.

(ii) any customer of the Company or any of its subsidiaries or affiliates to purchase goods or services then sold by the Company or any of its subsidiaries or affiliates from another person, firm, corporation or other entity or assist or aid any other persons or entity in identifying or soliciting any such customer.

H.NO.8-3-166/1 & 2, Flat No 105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-500018.
Ph No: 040- 23721900 e-mail · sales@audreeinfotech.com

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14. NON-COMPETETION

During the period of employment, you will perform services of unique nature for the Company that are irreplaceable and that his performance of such services to a computing business will result in irreparable harm to the Company. Accordingly, the Employee agrees that he will not directly or indirectly own, manage, operate, control, be employed by or render services to any person, firm, corporation or other entity in whatever form engaged in any business of the same type as

any business in which the Company or any of its subsidiaries is engaged on the date of termination or at any time during One Year period pending with the date of termination in any country in which the Company conducts business.

15. TERMINATION

The Company may immediately and without notice terminate your Employment with "Cause" without prejudice to any other remedy open to the Company. "Cause" shall mean

- The company will deduct taxes as appropriate and consistent with the Indian Tax
- Conduct that has or is likely to have an adverse effect on the Company's reputation
- Substantial or Continued unwillingness to perform duties as reasonably directed by the Reporting Authority.
- Gross negligence or deliberate misconduct.
- Any material breach of clauses of this appointment. You acknowledge that you are continuing obligations under this appointment including but not limited to Clauses 12, 13 and 14 in the event that you are terminated with Cause.

16. GENERAL

- The company will deduct taxes as appropriate and consistent with the Indian Tax Regulations.You will be responsible for your tax liabilities under all applicable Tax Laws.
- In case of any change in your residential address during the course of employment with the company, it will be your duty to intimate the same to the company in writing with in a week from the date of occurrence of such change. All communications mailed to you by the company to the last address given by you will be deemed to be the notices properly served on you as expected of the company.
- Please note that our offer is subject to references provided by you being satisfactory and you being found medically fit.
- Upon resignation / termination of your employment, you should handover charge duly to the official designated for the purpose and pass on all papers / documents and / or other properties, which may be in your possession, to seek relief from the company.

H.NO 8-3-166/1 & 2, Flat No 105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-500018.
Ph No: 040- 23721900 e-mail : sales@audreeinfotech.com

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Audree Infotech

- Please note that you are expected to keep the salary package strictly confidential and not to share the information regarding the salary with anyone

This appointment letter is issued to you in duplicate and you are hereby advised to return one set duly signed in token of your acceptance of the terms and conditions mentioned above.

With best wishes,
For AUDREE INFOTECH

Jangam Kiranapani
Authorised Signatory

Acceptance

I have read and understood the above Terms & Conditions and non-disclousure and non-conflict agreement hereby signify my acceptance.

Signature:

Name:

Date:

Ref.No: 100208
AUDREE INFOTECH PVT LTD.
Flat No 105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-50

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Audree Infotech

ANNEXURE

Emp ID	: 100208	Unit	: AUDREE INFOTECH
Name	: SANDHYA KAYAPALLI	Location	: ERRAGADDA
Designation	: SE	DOJ	: 19-10-2020
Department	: IT	Reporting to	: MANAGER

MONTHLY EARNINGS (A)

Salary Components	Monthly(Rs.)	Annual(Rs.)
Basic	8100.00	97200.00
HRA	5400.00	64800.00
GROSS SALARY	**13500.00**	**162000.00**

STATUTORY & ANNUAL BENEFITS (B)

Salary Components	Monthly(Rs.)	Annual(Rs.)
LTA	417.00	5000.00
PF	972.00	11664.00
ESI	439.00	5265.00
Bonus	1400.00	16800.00
TOTAL	**3228.00**	**38729.00**

Total CTC(A+B)	**16728.00**	**200729.00**

(Two Lakh Seven Hundred Twenty Nine Only)

Note: Apart from above, you are entitled for the following additional benefits

1. Group Term Life insurance coverage up to 10 times on CTC and up to Maximum of 25 Lakhs.
2. Group Personal Accident Insurance coverage up to minimum of 25 Lakhs and maximum of 50 Lakhs.
3. Gratuity as per payment of Gratuity Act, 1972.
4. All costs related to Relocation Expenses and Notice Pay will be recovered in case you desire to leave the company within 2 years from DOJ

VERIFIED BY **APPROVED BY**

AUDREE INFOTECH PVT LTD.
H.N0.8-3-166/1 & 2, Flat No.105 to 108, A Block, West Wing, Challa Estate, Erragadda Hyderabad, Telangana, India-500018.
Ph No: 040- 23721900 e-mail : sales@audreeinfotech.com

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May 11,2020

MD.Rabbani
Loyala Academy

OFFER OF APPOINTEMNT

Dear **MD.Rabbani,**

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **"Junior Research Associate"** in **Chemistry Solutions - Synthesis** under the grade of **"Professional"** in level **"P0"** and you will be based at **Hyderabad.**

On successful completion of one year, you will be designated as **"Research Associate".**

Your Annual **Cost to Company (CTC)** will be **Rs.2,50,008/-** per annum (Rupees Two lakhs fifty thousand and eight only). This includes Annual Gross Salary of Rs.2,02,344/- and Retirals & Benefits of Rs.47,664/- per annum. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment.

Please note that you are required to join the organization on or before **July 6,2020** failing which this offer of appointment stands withdrawn**.** Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Kindly note that this offer is confidential.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.

2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following self-attested documents at the time of joining:
    i. Reference letter from Head of Department
    ii. Course completion certificate from the College / Head of the Department
    iii. Four copies of your latest passport size photographs
    iv. Certified true copies of all the educational certificates
    v. PAN Card
    vi. Aadhar Card
    vii. 2 Post Card size photographs of candidate taken along with Family

Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD



Lakshmipathi Itha
Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: _____ **Date: _____**

GVK Biosciences Pvt. Ltd.
Plot No. 28A, Street No. 15
IDA Nacharam, Hyderabad – 500 076

ANNEXURE

SALARY STRUCTURE – MD.Rabbani

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	6,745	80,940
HRA	2,698	32,376
Special Allowance	7,419	89,028
Gross Salary (A)	**16,862**	**2,02,344**
B. Retiral & Other benefits		
Provident Fund [1]	1,700	20,400
Statutory Bonus [2]	1,400	16,800
ESI [1]	548	6,576
Gratuity [2]	324	3,888
Total value of benefits (B)	**3,972**	**47,664**
Total Cost to Company (A +B)	**20,834**	**2,50,008**

1. PF & ESI mentioned above are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policies

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD

Lakshmipathi Itha
Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: _____ **Date: _____**

GVK Biosciences Pvt. Ltd.
Plot No. 28A, Street No. 15
IDA Nacharam, Hyderabad – 500 076

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

February 20, 2020

To
Mr. T Naresh Kumar,
H.No. 4-35-249/C,
Rikshaw Puri Colony,
Jagathgiri Gutta - 500055

SUBJECT : JOB OFFER.

Daicel Chiral Technologies (India) Pvt Ltd is pleased to offer you a job as a "Trainee Chemist" in our Synthesis R&D. We trust that your knowledge, skill set and experience will be among our most valuable assets.

Period of Employment: Your employment period will be for three years, i.e period commencing from **06th April 2020** and ending on **05th April 2022**. Your employment with the company automatically ends upon completion of the above-mentioned period. Your employment may be renewed for further period subjective to your performance and the company need.

On acceptance of this job offer, as per company policy you'll be eligible to receive the following from your joining date.

You will be under training for a period of six months from the date of your joining. After successful completion of training period, you will be designated as Senior Chemist or training period may be extended based on your performance.

Salary: Annual Gross Salary of Rs.1,80,000/-. Salary break-up is provided in Annexure-I.

Other perks:

- **Family Health Insurance** Rs.5 lakhs medical coverage - Self, spouse, children & parents.
- **Personal Accident Insurance** up to Rs.25 lakh's for self only.
- **Group Term Life Insurance** up to Rs.25 lakh's for self only.
- **Employment Termination:** Notice Period of 90 days.
- **Leaves:** Earned leave–21 days; Sick leave – 9 days.
- **Employer Contribution to PF** over and above salary, amounting to 13% by company includes below & 12% from the employee basic salary.

EPS	EPF	Admin Charges	EDLI
8.33%	3.67%	0.50%	0.50%

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

Working hours

Monday to Friday
From 9:00 A.M. to 6:15P.M.
Lunch Time: 12:45P.M. -1:15P.M.

You are requested to undergo a pre-employment post offer medical examination as detailed below.

Medical and occupational history

- Vital signs, height, weight
- Vision Screen
- Examination by a physician
- Routine urine analysis
- CBC
- Pulmonary function test
- ECG

In case you accept the above job offer, please sign below and forward one original set of the Job offer along with medical examination. You are hereby advised to join on or before 06th April 2020.

I Accept Job Offer:

I, _____, accept the job offer of "Trainee Chemist" by Daicel Chiral Technologies (India) Pvt Ltd on above terms.

Signature: _____ Date: _____

On receipt of the job offer & Prescribed medical examination fitness, we will issue the employee appointment letter covering the above points in detail.

We at Daicel Chiral Technologies (India) Pvt Ltd look forward to welcoming you aboard. You will be reporting to **Dr. P. V. Swamy, Senior Director – Synthesis R&D**.

For Daicel Chiral Technologies (India) Pvt Ltd

Ch. Lakshmi Narayana, Ph.D
Managing Director
Encl: Salary Structure – Annexure-1

DAICEL CHIRAL TECHNOLOGIES
(INDIA) PRIVATE LIMITED
SUBSIDIARY OF DAICEL DAICEL CORPORATION

Annexure – 1

SALARY STRUCTURING FOR FINANCIAL YEAR 2019-2020

Mr. T Naresh Kumar
Trainee Chemist

Compensation Structuring	Input Sheet	Proposed Structure	
		Per Annum	Per Month
Salary Break-up:			
Basic Salary	45% of Base Salary	81,000	6,750
House Rent Allowance	40% of Basic Salary	32,400	2,700
Medical Reimbursement	Fixed	15,000	1,250
Leave Travel Allowance	Fixed		-
Special Allowance	Fixed	51,600	4,300
Cost to the Company		**1,80,000**	**15,000**
GMC (Self, Spouse, Children & Parents) , GPA & GTLI (for self)		24,114	2,010
PF 12% Employer Contribution	On Basic Salary	9,720	810
ESI 3.25% of gross ER Contribution	On Gross Salary	5,850	488
Food	Lunch & Snacks Coupons Provided by company	-	-
Transport	Free of Charge	-	-
Total Cost to Company		**2,19,684**	**17,820**
Deductions from Salary:			
PF 12% on Basic Salary			810
Professional Tax			-
ESI 0.75% of gross EE Contribution			113
Total Deductions			**923**
Net Salary			**14,078**

Note: Income tax as applicable will be deducted from the monthly salary.

(An ISO 9001:2015 Certified Company)
CIN NO. U24232TG2013PTC086144

VANAMALI ORGANICS PVT LTD

Our Ref: VOL/HR /2020 -21

Date: 01.03.2021

To
Ms. Ch.Sushma Swaraj,
H.No: 3-25/2,
Laxmi Nagar Colony,
Parvathapur,
Uppal – 500098,
Telangana State.

Dear Sushma,

SUB: LETTER OF INTENT

With reference to your application, subsequent interview and discussion you had with us, we are pleased to inform you that you have been selected in our Organization for the position of **Chemist (T) – AR&D** on the terms & conditions mutually agreed upon during the interview.

You are requested to join duty on **or before ONE MONTH of Receipt of this letter**, failing which this offer will be withdrawn.

While joining, you are advised to submit the following documents for verification and records, which is applicable to you.

- All original educational certificates.
- Five (5) latest Pass Post size Photographs.
- Family Group Photo Postcard Size – 2 No's.
- Copy of PAN Cad / Aadhar Card / Voter ID Card.
- Relieving Letter from the previous organization.
- Service Certificates of all previous employers.
- While joining, bring the medical examination reports as mentioned below:
    - CBP (Complete Blood Picture)
    - Urine Test
    - 'X' – Ray (CHEST)
    - ECG
    - EYE
    - Complete Health Check reports (Chronic deceases if any).

The regular appointment order will be issued at the time of joining, kindly confirm receipt of this letter.

Yours truly,
For VANAMALI ORGANICS PVT LTD.,

V.RAJAIAH
DIRECTOR.

Received
01/03/21

Regd. Off & Works-1 : Plot No.24A & 24B, TSIIC, Survey No. 480, IDA Mankhal, Maheshwaram Mandal, R R District, T.S., INDIA – 501 359. Office : +91- 9502112340

Works-2 : Plot No: 117 & 126, Survey No: 295, 296 & 297, Industrial Park, Phase-II, Pashamylaram, Patancheru Mandal, Sanga Reddy District, T.S., INDIA – 502 307.

www.vanamaliorganics.com

CONFIDENTIAL

Dated: 02/10/2020
Letter of Appointment

Dear Miss DHARAVATH MAMATHA,

Further to the interview you have attended, we are pleased to appoint you as Research Associate at our Organization. You may join on the following terms and conditions:

1. Your appointment will come into effect from 03/10/2020, the day you reported to work.

2. Gross yearly stipend payable is INR 144000 (Indian Rupees one lakh forty four thousand only). Detailed breakup along with other perquisites and benefits are shown in the Annexure-I.

3. Remuneration packages of employees are strictly confidential between the individual employee and the Company; and the contents of the package shall neither be discussed nor divulged to anyone in any manner.

4. Compensation structure may be altered/ modified at any time without prior notice. Salary, allowances and all other payments/ benefits shall be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source.

5. You will undergo training for a period of one (1) year from the date of your reporting to work. During the training period, the Company will assess your work, conduct, general aptitude and overall suitability. The company, at its sole discretion, may confirm your service in writing at the end of your satisfactory completion of the prescribed/extended training period / extend your training period, if, as per its assessment, your performance calls for improvement. In the absence of a written confirmation the employee should not presume that he/she has been absorbed in the rolls of the company.

6. If the company at any point of time during the training period finds you not suitable, for the post you have been recruited for, it may terminate your services. During the training period however, it is mandatory on the part of either side to serve minimum fifteen (15) days notice while on separation from the services of the company.

7. After absorption either party can terminate services by giving one (1) month notice or salary in lieu thereof, without assigning any reasons. During this notice period you should serve the company for the entire period of one (1) month and if, for any reason, you leave your training or remain absent from duty for the whole or any part of the notice period you will be liable to pay the company by way of liquidated damages a sum equivalent to the last drawn salary for one (1) month or proportionate salary for that part of the period for which you remain absent from duty. The company will be entitled to recover the amount from any account it may choose.

8. You will be entitled to such Leave / Holidays with pay as may be prescribed by the rules and orders for the time being in force.

H.No. 5-5-35/33/1, NCL Complex, Prashathi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

9. You are responsible for such duties and functions as detailed by the Management or by any other person nominated by the Management to allocate work to you from time to time.

10. You may be transferred from one Branch/ Office/ Section/ Division/ Job to another either in existence or which may come in to existence anywhere in India. You shall also be liable to be deputed to any of the group organisations, either temporarily or permanently. You will not be entitled to any additional remuneration on account of such transfer or deputation.

11. We expect you to devote your whole time attention to the Company's business only and you are strictly prohibited during the continuance of your training with the Company which includes the time outside the working hours also, from engaging yourself in any trade, business, occupation or employment, directly or indirectly, wholly or partly and whether paid or unpaid or honorary in any other organisation. If you indulge in any of these activities, your services are liable to be terminated without any notice.

12. We trust that you have not provided any false declaration or willfully suppressed any material information. During the tenure, if it is found that the information furnished by you regarding your age, educational qualifications, previous experience, etc. is false, your services will be terminated without any notice.

13. During the period of training with the Company or thereafter, you shall, at all times, observe secrecy in respect of any technical, trade or business data, customers' names/business details or any other information that might come to your knowledge or possession by reason of your training with the Company, which according to the Company are necessarily confidential and form valuable property of the Company. You will not divulge to any other person, orally or in writing or in any manner whatsoever, directly or indirectly, any such information, knowledge, or skill, relating to the affairs of the Company, or its allied/ associated/ subsidiary Companies. You shall also be responsible for the protection and furtherance of the Company's best interests at all times, including after you cease to be in the Company's training.

14. For a period of twenty four months after you cease to be in the Company's training for any reason, then you shall not induce, encourage, attempt to induce, or attempt to encourage, directly or indirectly, any employee of the Company to cease such training and shall not induce, encourage, attempt to encourage any customer, vendor, supplier or contractor of the Company to cease doing business or to reduce the amount of their business with the Company.

15. You will be responsible for safe-keeping and return in good condition and order of all the Company's property which may be in your use, custody and charge at the time of leaving the Company.

16. Any breach of the above terms/ any acts of commission or omission that are detrimental to the business or reputation of the company such as bribery, forgery, fraud, pilferage, theft, abandoning project, misuse of drugs and alcohol on company premises, etc., will be termed as misconduct. In the case of an employee indulging in any kind of misconduct that brings disrepute to the company or its employees, the company reserves the right to terminate her or his services with immediate effect and is not liable to pay any compensation for the notice period.

H.No. 5-5-35/33/1, NCL Complex, Prashanthi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

17. The terms set out in this letter are not comprehensive. In all matters related to service conditions, conduct and discipline, your services will be governed by the company Standing Orders / Service Rules and any other Rules as may be framed by the Company from time to time and all such orders and directions as you may receive from your superiors.

18. Your training terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

19. (a) Any notice, order, charge sheet, communication or intimation sent to the address furnished by you in your application/service record shall be deemed to have been served on you and received for all purposes of service of such notice/ communication etc. Any change in your address shall be intimated to the Office immediately.

(b) In respect of this clause, an email/ registered letter sent to you along with a copy of the same under certificate of posting shall be deemed to be sufficient that the Company has served the contents thereof on you.

20. All service matters under dispute are subject to the jurisdiction of Hyderabad Courts only.

For Rank Organics



S. Asif Parvez

Managing Partner

H.No. 5-5-35/33/1, NCL Complex, Prashathi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

Annexure - 1

Particulars	Amount
Basic	84000
HRA	31800
Conveyance	10200
Medical Allowance	6000
Special Allowance	12000
Total	144000

H.No. 5-5-35/33/1, NCL Complex, Prashathi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

SYMED LABS LIMITED

Corp. Office : 8-2-293/174/3, Beside BN Reddy Colony, Road No. 14, Banjara Hills,
Hyderabad-500 034, Telangana, INDIA. Tel : +91 40 23635000, Fax : +91 40 23549428.
URL : http://www.symedlabs.com, CIN No. U24231TG1998PLC029961

Date: 18/01/2021

EMP ID: 3147

To
Ms Jupally Anusha
Hyderabad.
Mobile No: 7569103413.

Dear **Ms Jupally Anusha**
Sub: - Appointment Order – reg.

With reference to your application for employment and the subsequent interviews you had with us, we are pleased to appoint you as

Tr Supervisor- QC

At our **Unit-II** situated at **Jeedimetla** on the following terms and Conditions:

1. This letter of appointment will take effect from **18/01/2021**
2. Your place of work will be initially at our **Unit-II, Jeedimetla**
3. You will be paid monthly gross salary of **Rs.11500/-**
4. Further, you will be eligible for all statutory benefits as applicable to your category from time to time as per the rules of the statutes.
5. You will report to the HOD / any other Officer authorized by him, with regard to your services from time to time.
6. You will have to make your own arrangements for reaching work place on time.
7. During the period of your service, depending upon the exigencies of work, your services are liable for transfer from Section from Department to Department, from Unit to Unit wherever the Company has its interests without any compensation.
8. Your increments and future prospects in the Company shall entirely depend upon your performance, efficiency, hard work, and regularity in attendance, sincerity, loyalty, good conduct and such other relevant factors. Please note that increment / promotion in no case shall be automatic and / or a matter of right

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9. You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

10. You will have the responsibility for efficient, satisfactory and economic operations in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

11. You will not engage yourself either as a Consultant or work on part time basis with any other Company / Organization / Individual.

12. You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.

13. During the period of first Six months (Probation Period), your services can be terminated without any notice and without assigning any reasons.

14. On successful completion of Probation period your services can be terminated by giving notice of three months of payment of gross salary in lieu thereof on either side. However, in the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to completion of stipulated notice period of three months, without any pay in lieu of notice period.

15. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct or be intemperate, irregular in attendance, commit any breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and to deduct from your salary or other emoluments, if any, then due to you, the amount of any damage the Company may have sustained.

16. Further, in the event of leaving the services of the Company, you shall not take-up any employment with our competitors involved in similar type of business within a period of two years from the date of leaving.

17. The Company will deduct Taxes as appropriate and consistent with the Indian Tax Regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.

18. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company's policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc. would warrant strong disciplinary action from the Company. Any violation of the above mentioned clauses or any other Company's procedures and policies would attract disciplinary action as per Company's policy in force

EMP ID:3147

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19. During the course of your employment with our company you will not engage yourself directly or indirectly in any professional or personal activity Which might be considered prejudicial and detrimental to the lawful interest of the company i.e its intellectual property rights, systems, process, trade sectors anything mentioned in its memorandum or articles of association or otherwise considered to be conflict of interest in this regard. The Employee shall at all time keep Company duly informed in writing at all times and in the eventuality of failure to do so the company shall be at liberty to proceed against such employee by initiating and prosecuting such civil and criminal action as may be deemed fit and proper including seeking indemnity and damages

20. You will not, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the company's technical knowhow, business practices or any other information of a confidential character.

21. The employee shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company, or during the course of his / her work with the Company, as strictly confidential.

22. You agree to promptly return the originals and all copies of any documents, reports, notes and other information, being confidential or proprietary information, in your possession.

23. You acknowledge and agree that any inventions, discoveries or improvements which you have conceived or made or may conceive or make during your employment with the Company, whether made individually or jointly with others, which (i) relate or pertain to or are concerned in any way with the systems, products, methods used or are the subject of research or development (actual or anticipated) by the Company; (ii) utilizes equipment, supplies, facilities or proprietary information belonging to the Company (collectively the inventions) shall be the sole and exclusive property of the Company and the inventions shall be deemed to be works for hire.

24. You agree to make prompt and full disclosure to the Company, of all inventions, discoveries and improvements made by you during the course of your employment with the Company.

25. To the extent you would be deemed to be the owner of any rights in the invention, you hereby assign to the Company, all such rights in the inventions. You shall give and supply all such information, data, drawings and assistance as you may possess to enable the Company to exploit the intellectual property to its best advantage and shall execute all documents and do all such things, which may be necessary or desirable for obtaining patent or other protection for the intellectual property in such parts of the world as may be specified by the Company and for vesting the same in the Company or as it may direct and such intellectual property shall be the sole property of the Company

EMP ID:3147

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26. During your employment with the Company and 3 years thereafter, you shall not, and shall not directly or indirectly, on your own behalf or on behalf of any other person, (i) call upon, accept business from, or solicit the business of any person who is, or who had been at any time during the preceding 3 years, a customer or supplier of the Company; (ii) otherwise divert or attempt to divert any business from the Company, (iii) interfere with the business relationships between the Company and any of its customers, suppliers or others with whom they have business relationships; or (iv) recruit or otherwise solicit or induce, or enter into or participate in any plan or arrangement to cause, any person who is an employee of, or otherwise performing services for, the Company to terminate his or her employment or other relationship with the Company.

27. In case of any change in your residential address during the course of your employment with the Company, it shall be of your duty to intimate the same to the Company in writing within three days from the date of change of address. All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.

28. Without prejudice to the Terms and Conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.

29. Please note that our offer of appointment is subject to references provided by you being satisfactory and you're being found medically fit as declared by you.

On the date of joining for duties, you may fill all statutory forms at front office

1) **P.F, E.S.I Forms and Bank A/c Forms.**
2) **Submit Original / Xerox copies of all your Educational Qualifications certificates**

Please note that you are expected to keep the salary package strictly confidential and not to share information regarding the salary with anyone.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the Terms and Conditions mentioned above.

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

With best wishes,

Welcome you to **SYMED** family

For SYMED LABS LIMITED

Authorized Signatory

EMP ID:3147

I accept the above terms and conditions

Name: J. Anusha

Date: 18/01/2021

Signature

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Avra Laboratories Pvt. Ltd.
CIN : U24230TG1995PTC021115
Plot No. A-21, Road No. 10, IDA Nacharam,
Hyderabad - 500 076, India.
Tel : +91 40 27178570
Email : corporate@avralab.com, info@avralab.com
Web : www.avralab.com

Ref: ALPL/HRA/OL/47/2020

Date: 12/09/2020

To
Lingola Mukesh,
H.NO: 3-3/1,
yadaram (v)
Shamirpet, Medcgal ,
A.P - 591317.

Offer Letter

Dear Mukesh,

With reference to our subsequent discussions, it gives us immense pleasure in inviting you to join Avra Labs as one of its valuable employees. We believe that organizations grow and flourish, fueled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us.

Your position will be **Tr.Chemist – QC** and will be paid CTC of **1,80,000 (Rupees One Lakh Eighty Thousand Only)** per annum.

Your association and employment will be governed by the various employee related policies and guidelines of the organization, as modified from time to time.

On your joining day, we will require you to submit the various documents for our records, as mentioned below (a) All Educational Certificates (b) Offer/Appointment letters from previous employers (c) Relieving order/Experience letters from previous employers (d) last 6 months pay slips (e) passport size color photographs-6 (f) Pan card copy (g) Aadhar copy (h) Residence proof (i) Form-16.

We prefer you to join us on or before 01/10/2020
Please send the signed duplicate copy of the letter to confirm your acceptance.

Please note that this offer is subject to you being medically fit and on understanding that all the details given by you are genuine and satisfactory.

While welcoming you to Avra Labs we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen Avra Labs.

Yours sincerely,

For Avra Laboratories Pvt. Ltd.,

Avra Laboratories Pvt. Ltd. Avra Hyd-76

Navamanikanta V
Assistant Manager - HR & Admin

Accepted Signature: _____

CONFIDENTIAL

Dated: 21/09/2020
Letter of Appointment

Dear Miss SUNDARA MURTHY MANISHA,

Further to the Tele-interview you have attended, we are pleased to appoint you as Research Associate at our Organization. You may join on the following terms and conditions:

1. Your appointment will come into effect from 01/10/2020, the day you reported to work.

2. Gross yearly stipend payable is INR 144000 (Indian Rupees one lakh forty four thousand only). Detailed breakup along with other perquisites and benefits are shown in the Annexure-I.

3. Remuneration packages of employees are strictly confidential between the individual employee and the Company; and the contents of the package shall neither be discussed nor divulged to anyone in any manner.

4. Compensation structure may be altered/ modified at any time without prior notice. Salary, allowances and all other payments/ benefits shall be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source.

5. You will undergo training for a period of one (1) year from the date of your reporting to work. During the training period, the Company will assess your work, conduct, general aptitude and overall suitability. The company, at its sole discretion, may confirm your service in writing at the end of your satisfactory completion of the prescribed/extended training period / extend your training period, if, as per its assessment, your performance calls for improvement. In the absence of a written confirmation the employee should not presume that he/she has been absorbed in the rolls of the company.

6. If the company at any point of time during the training period finds you not suitable, for the post you have been recruited for, it may terminate your services. During the training period however, it is mandatory on the part of either side to serve minimum fifteen (15) days notice while on separation from the services of the company.

7. After absorption either party can terminate services by giving one (1) month notice or salary in lieu thereof, without assigning any reasons. During this notice period you should serve the company for the entire period of one (1) month and if, for any reason, you leave your training or remain absent from duty for the whole or any part of the notice period you will be liable to pay the company by way of liquidated damages a sum equivalent to the last drawn salary for one (1) month or proportionate salary for that part of the period for which you remain absent from duty. The company will be entitled to recover the amount from any account it may choose.

8. You will be entitled to such Leave / Holidays with pay as may be prescribed by the rules and orders for the time being in force.

H.No. 5-5-35/33/1, NCL Complex, Prashathi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

9. You are responsible for such duties and functions as detailed by the Management or by any other person nominated by the Management to allocate work to you from time to time.

10. You may be transferred from one Branch/ Office/ Section/ Division/ Job to another either in existence or which may come in to existence anywhere in India. You shall also be liable to be deputed to any of the group organisations, either temporarily or permanently. You will not be entitled to any additional remuneration on account of such transfer or deputation.

11. We expect you to devote your whole time attention to the Company's business only and you are strictly prohibited during the continuance of your training with the Company which includes the time outside the working hours also, from engaging yourself in any trade, business, occupation or employment, directly or indirectly, wholly or partly and whether paid or unpaid or honorary in any other organisation. If you indulge in any of these activities, your services are liable to be terminated without any notice.

12. We trust that you have not provided any false declaration or willfully suppressed any material information. During the tenure, if it is found that the information furnished by you regarding your age, educational qualifications, previous experience, etc. is false, your services will be terminated without any notice.

13. During the period of training with the Company or thereafter, you shall, at all times, observe secrecy in respect of any technical, trade or business data, customers' names/business details or any other information that might come to your knowledge or possession by reason of your training with the Company, which according to the Company are necessarily confidential and form valuable property of the Company. You will not divulge to any other person, orally or in writing or in any manner whatsoever, directly or indirectly, any such information, knowledge, or skill, relating to the affairs of the Company, or its allied/ associated/ subsidiary Companies. You shall also be responsible for the protection and furtherance of the Company's best interests at all times, including after you cease to be in the Company's training.

14. For a period of twenty four months after you cease to be in the Company's training for any reason, then you shall not induce, encourage, attempt to induce, or attempt to encourage, directly or indirectly, any employee of the Company to cease such training and shall not induce, encourage, attempt to encourage any customer, vendor, supplier or contractor of the Company to cease doing business or to reduce the amount of their business with the Company.

15. You will be responsible for safe-keeping and return in good condition and order of all the Company's property which may be in your use, custody and charge at the time of leaving the Company.

16. Any breach of the above terms/ any acts of commission or omission that are detrimental to the business or reputation of the company such as bribery, forgery, fraud, pilferage, theft, abandoning project, misuse of drugs and alcohol on company premises, etc., will be termed as misconduct. In the case of an employee indulging in any kind of misconduct that brings disrepute to the company or its employees, the company reserves the right to terminate her or his services with immediate effect and is not liable to pay any compensation for the notice period.

H.No. 5-5-35/33/1, NCL Complex, Prashanthi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

17. The terms set out in this letter are not comprehensive. In all matters related to service conditions, conduct and discipline, your services will be governed by the company Standing Orders / Service Rules and any other Rules as may be framed by the Company from time to time and all such orders and directions as you may receive from your superiors.

18. Your training terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

19. (a) Any notice, order, charge sheet, communication or intimation sent to the address furnished by you in your application/service record shall be deemed to have been served on you and received for all purposes of service of such notice/ communication etc. Any change in your address shall be intimated to the Office immediately.

(b) In respect of this clause, an email/ registered letter sent to you along with a copy of the same under certificate of posting shall be deemed to be sufficient that the Company has served the contents thereof on you.

20. All service matters under dispute are subject to the jurisdiction of Hyderabad Courts only.

For Rank Organics



S.Asif Parvez
Managing Partner

H.No. 5-5-35/33/1, NCL Complex, Prashanthi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

Annexure - 1

Particulars	Amount
Basic	84000
HRA	31800
Conveyance	10200
Medical Allowance	6000
Special Allowance	12000
Total	144000

H.No. 5-5-35/33/1, NCL Complex, Prashathi Nagar, Kukatpally, Hyderabad - 5000072
Ph No. 040-65145103, Cell: 9705140460, Email: organic.rank@gmail.com

Sai Make it better together

Ref: OL/2020-21/273

20 October 2020

K Lavanya
Shameerpet Hyderabad, Telangana, India, (Shameerpet)

Dear K Lavanya,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Medicinal Chemistry"** department at **"Shameerpet Hyderabad, Telangana, India, (Shameerpet)"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 240000** (Two Lakh Forty Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Performance Bonus / Retention Bonus) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**
   Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:
   - Copy of the Offer Letter.
   - Aadhaar Card, PAN Card
   - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
   - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
   - Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
   - 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
   - Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
   - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
   - Appointment Letter of previous organization
   - Last 6 months bank statement of the salary account.

Notable Points:

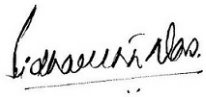
- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

You are hereby requested to confirm the date of joining within 7 working days from the date of offer issued along with the resignation acceptance from your current employer, after the completion of pre-employment medical check-up.

This Offer is valid till 24 October 2020. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **D Kusuma** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.



Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

ANNEXURE I	
Name of the Associate	K Lavanya
Designation & Department	Trainee & Medicinal Chemistry
Location	Shameerpet Hyderabad, Telangana, India, (Shameerpet)
Level	
CTC	240000

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	180000	15000
Bonus	36000	3000
Special Allow ance	2400	200
Total A	**218400**	**18200**
B Annual benefit		
Provident Fund	21600	1800
Grand Total	**240000**	**20000**

Sai Make it better together

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

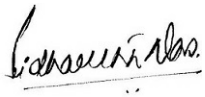
- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2020-21/273

Dear SRL Team,

Paste Recent Photo

Kindly conduct the pre-employment medical test for Mr.K Lavanya and send a soft copy of the report to and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.

Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

Jul 09, 2020 **HR/BP/0720/573223**

Divya

,
-0

Letter of Appointment

Dear Divya,

1.0 Appointment: We are pleased to offer you an **Appointment** in our company as "**Trainee Process Consultant**" The details of your entitlements and your salary are as per Annexure–II.

2.0 Date of Appointment: Your effective date of Appointment will be on or before **Jul 10, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.

3.0 Initial Posting & Reporting: Your initial posting in the normal course will be **Hyderabad** and you will report to the respective Business and/or Functional Head.

4.0 Documentation: You are required to furnish the following at the time of joining duty–

4.1 Proof of age;
4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
4.3 Appointment & Relieving letter of your previous employer, as applicable;
4.4 8 (eight) passport sized photographs;
4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
4.6 Photocopy of Passport, if available.
4.7 Photocopy of your Aadhaar Card with number
4.8 PF No. / UAN (Universal Account Number) of previous employment.
4.9 ESIC Number of previous employment.
4.10 Any other documents as may be required by the Company.

5.0 Terms and Conditions of Employment: All the terms and conditions of your employment are attached here with as Annexure – I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,

Aatreyi Sengupta
Senior Manager - Human Resources
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein
Signature: _____
Name: _____
Date: _____

Encl: Annexure – I & II

intertek
Total Quality. Assured.

Intertek
F Wing,Tex Centre,
Chandivali Farm Road,
Andheri (East),
Mumbai - 400 072, India

Tel +91 22 4245 0100
Fax +91 22 4245 0250
intertek.com

August 03, 2021

Ref. No: HR/MUM/119/2021

Private and Confidential

To
Ms. Ardra
8-5-82 Road No - 1,
Mallikarjuna Colony Old Bowenpally,
Tirumalagiri, Bowenpally,
Hyderabad,
Telangana – 500 011.

Location: Hyderabad

Letter of Appointment

Dear Ms. Ardra,

This is with reference to the Letter of Offer extended to you on **July 31, 2021** and your acceptance of the same thereof.

We are pleased to appoint you in the capacity of **"Research Associate"** w.e.f. **August 03, 2021**. All other Terms and Conditions of your appointment remain as stated in your letter of offer.

Yours sincerely
For Intertek India Private Limited.

Herbinder Singh
Deputy General Manager – HR

Accepted .....

21- June- 2020

Kandlavath Veeranji Naik

Hyderabad

Reg: Offer of employment

Dear **Veeranji Naik,**

We are pleased to offer you the position of **Associate – Claims** at **Legato Health Technologies LLP** and your work location will **Hyderabad.** We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000 /- (Rupees Two Lakhs Thirty Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e.**22-June-2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

_____
Mosur K Saisekar
Country Head
Legato Health Technologies LLP

_____
Kandlavath Veeranji Naik
Date:

Annexure – A

Associate Name: Kandlavath Veeranji Naik		
Designation: Associate - Claims		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186,000	15,500
HRA	15,143	1,262
Gross Salary	**201,143**	**16,762**
Employer's contribution to PF	22,320	1,860
ESI	6,537	545
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	**230,000**	**19,167**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

_____
Mosur K Saisekar
Country Head
Legato Health Technologies LLP

_____
Kandlavath Veeranji Naik
Date:



12-Mar-2021

C4769056

Navya Pothuganti
plot.no-143, p and t colony, medipally,500098 500098
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear **Navya,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 232000** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Navya, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **amrit.kalsi** at **8801542451** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 200000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	**INR 232000**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Vimta
Driven by Quality. Inspired by Science.

16th July 2021

Ms. Chetana Siddigari,
H.No-12-5-3/10/1,
St. Ann's High School, Tarnaka.
Secunderabad, 500017.

OFFER OF APPOINTMENT

Dear Ms Chetana,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **Trainee Executive** at **Level 9** for **Microbiology** of **Food** Division of our organization.

Your annual CTC will be **INR 1,98,037/- Per Annum (Indian Rupees One Lakh Ninety-Eight Thousand and Thirty-Seven Only Per Annum).** A Detailed CTC breakup is given in Annexure-I

You are required to execute a Service Bond for **THREE** Years with Surety at the time of Joining. The Draft details are enclosed accordingly.

Your initial place of posting will be at **Hyderabad**. However, the organization reserves the right to transfer you to any other department/division/ branch / location of the organization that is in existence or may come into existence at a future date.

You are requested to join the organization on or before **19th July, 2021** (or on any other mutually agreed date in writing) failing which, the offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment will be given to you on the day of joining.

Please note that your employment will be subject to:

1. Receipt of satisfactory character references by the organization.
2. Receipt of attested copies of all the educational qualifications certificates.
3. Receipt of copy of your relieving letter & service certificate from current/most recent employer.
4. Submission of all the following documents at the time of joining.
    a. Last 3 months pay slips and Form-16, if applicable
    b. 8 copies of your passport size photographs
    c. PAN Card, Aadhar Card, Voter Identify card or any other identity proof.

If you have any queries regarding this offer, please contact **Dr Srinivas Puppala at +91-40-67404040**. Other than the terms mentioned in this letter, you shall be obliged to follow and abide by the work processes, policies, management systems, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.

Please sign below and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Vimta Labs Ltd.,

Srinivas B Puppala
Vice President - Human Resources

I, Name: _____have read the offer letter and accept the same.

Signature _____ Date _____

Vimta
Driven by Quality. Inspired by Science.

Salary Structure Annexure-I

Name : Ms Chetana Siddigari

Designation : Trainee Executive

Division / BU : Food

Department / SBU : Microbiology

Pay Components	Per Month (In INR)	Per Annum (In INR)
Basic salary	7,000	84,000
HRA	3,000	36,000
Special allowance	3,125	37,500
Total A - (Gross)	**13,125**	**157,500**
Retirals Benefits, Subject to Fulfilment of Service Conditions & Applicable Statutory		
Employer Contribution of Provident Fund	1,215	14,580
Employer Contribution of ESI	427	5,119
* Statutory Bonus	1,400	16,800
** Gratuity	337	4,038
Total B	**3,378**	**40,537**
Total Cost to Company (CTC)	**16,503**	**198,037**

Information contained in this Annexure- I is highly confidential and not to be shared with any one.

Company reserves the right to alter/re-group the pay and allowances without reduction in annual compensation.

Necessary Income Taxes deductions are applicable as per Income tax Act.

*Statutory Bonus will be paid Annually.

**The employee is entitled to the benefit of Gratuity, only on completion of five years continuous services with the organization, as per the Payment of Gratuity' Act, 1972.



Dr.Reddy's

Dr. Reddy's Laboratories Ltd.
Integrated Product Development
Innovation Plaza
Survey No. 42, 45, 46 & 54
Bachupally Village, Bachupally Mandal,
Medchal Malkajgiri District,
Telangana State, INDIA - 500 090.

Tel : 91 40 4434 6000
Fax : 91 40 4434 6285
Email : mail@drreddys.com

Sep 30, 2020

Saniya Nousheen
Hyderabad

Appointment as Intern

Dear Saniya,

Congratulations!!

On behalf of the Management of Dr Reddy's Laboratories Ltd, I take great pleasure in offering you a project internship in our organization for a period of 6 months starting from Sep 30th, 2020 to 29th Mar 2021. During the course of your assignment, you will report to Manpreet Singh Mohal, Delivery Manager Fermentation.

We will be paying you a stipend of INR 19,000 (Nineteen Thousand only) per month.

Please note the following points:

- The company will have no liability for compensation whatsoever for any injury/accident arising out of or in the course of the project.
- During the course of your project, you could have access to information that is of confidential nature. As per rules of the company, you can use such information only for the benefit of the company or for your own understanding and under no circumstances should you share this information to any unauthorized person / agencies, both external and internal. Any infringement to this can result into initiation of penal / legal action by the company
- It is also understood that you would adhere to all rules and regulations applicable to you for the successful and timely completion of your assignment.

Please acknowledge the receipt of this letter as a token of your acceptance of the terms and conditions mentioned herein.

We welcome you to Dr. Reddy's and hope that the structured learning experience provided to you will benefit you and contribute towards your professional growth.

With best wishes,

Srinivasan Keshav Pagadala
Group HR lead - Human Resources

Name & Signature of the Intern

Saniya Nousheen
Saniya Nousheen
15.10.2020



02-Apr-2021

C4769398

Ramyasri Peddapally
plot.no-145, p and t colony, medipally 500098
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear **Ramyasri,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached ‘Terms of Employment’ (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 232000** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Ramyasri, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **monica.rana** at **9133572794** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name] Candidate's signature_____

Date:

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	**INR 200000**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	**INR 232000**

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer 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.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by so sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Reference Id: 03697b41-2faf-419b-9967-53a4bcb78ece_2

To,
Mr. V. Srinu
Hyderabad.

23rd March 2021

Offer of Appointment

Dear Mr. V. Srinu,

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – Microbiology** 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 goal to be the next revolutionary force in biosimilars.

1. Your Annual pay package will amount to **Rs. 241127/- (**Rupees Two Lakh Eleven Thousand One Hundred and Twenty Seven only)
2. You are Expected to Join us within 1 Month 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. Your Performance shall be reviewed after six months and rewarded accordingly
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 I that 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:

ANNEXURE I

Name:	Mr. V. Srinu
Department:	Microbiology
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6800	81600
HRA (@16%)	2720	32640
Conveyance (@10%)	1700	20400
Basket of Allowances (@34%)	5780	69360
A Total Gross Salary	**17000**	204000
Other Monthly Emoluments		
Employer contribution to ESI	553	6636
Employer contribution to PF	1714	20568
B. Total Monthly emoluments	**2267**	**27204**
Other Yearly Emoluments		
Gratuity	327	3923
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	**827**	**9923**
D. Total Cost to Company	**20094**	**241127**

Monthly deductions		
Employee Contribution to ESI	128	1536
Employee Contribution to PF	1714	20568
PT	150	1800
Total Deductions	1992	23904
Net Monthly Take Home	**15008**	**180096**

* Above figure may vary subject to TDS if applicable

ALBOT

Albot Technologies Pvt. Ltd.
E 303 Mayur Nagari, New Sangvi
Pune 411027 Maharashtra India

Date: 1st Dec 2020

Offer Letter

To,

Ms. Priyanka Kushwaha,

Subject: Offer Letter

Dear Priyanka,

This letter has reference to your application and subsequent discussions we had with you. We are pleased to offer you the position of **Research Trainee** in our organization on the following terms and conditions:

1. Your Date of Joining:

You have agreed to come on board on or before **1th December 2020**, failing which this offer shall automatically stand withdrawn, unless we receive a written request from you for extension and the same is agreed to by the management in their discretion.

2. Your Place of Posting:

Your place of posting will be **Hyderabad**. You will report to **Mr. Akash Singh**.

3. Remuneration Package:

Your annual remuneration will be **INR 2,28,000/- per annum**.

Tax Liability: Any liability resulting from applicable Taxes, including Income Tax (TDS) will be borne by you.

4. In accordance with the administrative requirements of the company, we will request you to bring with you the following documents in original and Photostat copies of the same at the time of your joining:

1. Acceptance of the offer letter.

2. One Passport Size color photographs.

3. Certificate / Salary Slip, in support of your last salary drawn.

4. Identity proof- Driving license, Voter Id etc.

5. Address Proof – Aadhaar Card, Passport, PAN Card etc.


intertek
Alka Rathore
Research Associate
Agritech
ID No. 50085
Blood Group: O+
Intertek India
intertek

GLAND PHARMA LIMITED

04 September 2021

Ms.Bibi Ayesha Siddique,
M Sc,
D/o Shair Ali,
H.No: 9-2-80/8,
Abrar Nagar Hasmathpet,
Old Bowenpally,Tirumalagiri,
HYDERABAD - 500011.

Sub: Appointment Letter

Dear Ms.Bibi Ayesha,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Trainee Chemist"** in the **Quality Control** Department of our company on the following terms and conditions.

1. You will be under Level –Trainee with Grade Trainee Chemist.

2. You will be on Training for a period of One year from the date of your joining the Organization. During the period of Training, your performance will be observed and depending upon your performance and availability of vacancy, your services will be considered for regularization.

3. Your place of work will be at Unit – II of our Pashamylaram Facility

4. Your monthly remuneration will be as follows:

Basic	-	Rs. 5227.00 p.m.
House Rent Allowance	-	Rs. 5227.00 p.m
GROSS TOTAL	-	Rs. 10454.00 p.m.

(Rupees Ten Thousand Four Hundred And Fifty Four Only)

5. You will report to the **"Incharge - Quality Control"** or any other officer authorized by him, with regard to your duties from time to time.

6. Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

7. You will not engage yourself either as a Consultant or work on part time basis with any other Company / Organization / Individual.

Received by

Cont....2/..

8. You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.

9. Either party can terminate this employment by serving a notice of 90 days on the other, should the Company desire to terminate your services, the Company may do so by giving three months gross salary or notice as it feels appropriate due to business obligations.

10. Not withstanding anything to the contrary herein contains, misconduct on your part will entail you to terminate your services without any notice or pay in lieu thereof.

11. Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.

12. This appointment will take effect from the day of your joining the Company, i.e. on **04 September 2021.**

13. You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.

14. Your performance revision will be due in April 2022.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.

With best wishes.

For **GLAND PHARMA LIMITED**

SHILPI SAHAY
General Manager - HR

04 September 2021

Salary Break up of

Ms.Bibi Ayesha Siddique — **Trainee Chemist- Quality Control**

S.NO.	PARTICULARS :		
A	Monthly Salary:	PER MONTH	PER ANNUM
1	Basic	5227	62724
2	House Rent Allowance	5227	62724
	TOTAL A	10454	125448
B	Annual Benefits :		
1	PF Employer Contributions	627	7524
2	ESI Employer Contribution@3.25% on Gross	340	4080
3	Gratuity (15 days Basic per year on last salary drawn)	251	3012
	TOTAL B	1218	14616
	TOTAL (A+B)	11672	140064

SHILPI SAHAY
General Manager - HR

LOYOLA ACADEMY
(DEGREE & PG COLLEGE)
OLD ALWAL, SECUNDERABAD - 500 010, TELANGANA, INDIA
(Autonomous and Affiliated to Osmania University)
Re-accredited with 'A' Grade (III Cycle) by NAAC
A "College with Potential for Excellence" by UGC
www.loyolaacademyugpg.ac.in Ph: 040-27862363/27860077 Fax: 040-27867939

Date: 01.11.2021

TEMPORARY APPOINTMENT ORDER

To
Ms BORRA JEEVANI
Assistant Professor in Food Technology

Dear Ms B Jeevani

With reference to your application for the post of **Assistant Professor in Food Technology** in the Department of **FOOD TECHNOLOGY & MANAGEMENT (UG)** in our College and subsequent interview held on **27.10.2021**, the Management is pleased to appoint you purely temporarily in the said post for the academic year **2021-22** on the following terms and conditions:

01. Your appointment is purely temporary for a period from **01.11.2021** to **30.04.2022. However you will not be permitted to leave the College before the end of the term.**

02. Yours services will come to an end on expiry of the period mentioned in your appointment order, i.e., after F.N. of **30.04.2022**.

03. You will be paid Rs.**23,000**/- per month.

04. During the temporary period of service, your services are liable to be terminated at any time with one month notice or one month salary in lieu thereof, if the Management is not satisfied with your services or if there is no required work load. In this, the decision of the Chairman, Loyola Academy Society, Secunderabad is final. During the period of your service, you shall carry out the duties entrusted to you efficiently and conscientiously and abide by the service rules of the institution.

05. You shall not seek any employment outside the College when you are in service of the College without the written consent of the Management.

06. You shall not leave the services of the College without giving one month notice or paying one month salary in lieu thereof to the Management.

07. During the above stipulated period of service you will be entitled to only **one day casual leave** per month.

08. You are requested to take an active part of N.S.S., Extension Programme and other Extra-curricular activities of the College.

Contd.... Page.... 2

09. You shall abide by the service rules by-laws/Regulations/Resolutions and terms and conditions etc., by whatsoever name called by the Governing Body of Loyola Academy Society, and of Jesuit Province Society, Hyderabad,.

10. In matters pertaining to the duty hours, days off, holidays, leave etc., you will be governed by the rules framed and enforced by the College/Management in this regard. You are to put in a net total of minimum **20** hours of classes per week.

11. You are always directly accountable to the Correspondent of the College and your services will be utilized according to the need of the College during your service period.

12. This appointment is valid only on the day of reporting to duty

If you would accept the post offered in this College with the terms and conditions as detailed above, you are hereby requested to return the (duplicate) copy of Appointment Order duly signed as well as the joining report.

(Fr Dr S EMMANUEL,SJ.,)
Correspondent
LOYOLA ACADEMY,
ALWAL, SECUNDERABAD-10

B. Jeevani

To

The Correspondent
Loyola Academy
Old Alwal
Secunderabad – 500 010.

Respected Rev.Fr.,

ACCEPTANCE OF APPOINTMENT ORDER AND REPORTING FOR DUTY

I accept the Appointment Order dated 01.11.2021 issued by the Correspondent fully understanding its implications and I agree to its limitations.

Further, I undertake to carry out the duties and responsibilities attached to this post to the best of my abilities and to assist the authorities of the College in every other manner.

In response to the Appointment Order, I am hereby reporting for duty as **Assistant Professor in Food Technology (UG)** on **01.11.2021** F.N.

Hence I request you to permit me to join duty.

Thanking you.

Place: Secunderabad

Date: 01.11.2021

Yours faithfully,

B. Jeevani

(Ms B JEEVANI)

Gmail **Leoroy m.b <m.b.leoroy@gmail.com>**

Joining

2 messages

SUNIL S <recruitment@grbdairyfood.com> Thu, 31 Dec 2020, 10:31 AM
To: <m.b.leoroy@gmail.com>
Cc: Pushparajan Ravindran <srmgrhr@grbdairyfood.com>, Murali R <hr4@grbdairyfood.com>

Dear Mr. Leo Rai,

This has reference to the interview and discussion we had on 21/12/2020. You have been selected as QC-Inspector at GRB Dairy Foods Pvt Ltd (Unit-1). Your package is Rs. 13,330/- per month on Gross Salary basis.

Please confirm your earliest date of joining by return mail on or before 04/01/2021.

You have to bring the following documents while joining:
1. Mark sheets/Certificates (10th, 12th & Diploma/Graduation/Post Graduation)
2. Full set photocopies of previous Experience certificates.
3. Photocopy of PAN & Aadhar card.
4. 2 Passport size photograph with white background.
5. SBI Bank Account Details - Photocopy of front page.
6. Covid19 Test Report.

NOTE: Kindly meet **Mr. Murali.R(HR-Dept) 8870004604** on 04/01/2021 by 09.00AM at the Address given Below:
GRB DAIRY FOODS PVT LTD(UNIT-I)
N.10, Phase II, SIDCO Industrial Estate, Hosur, TN - 635 126.

Google Map Location: https://goo.gl/maps/UNZK8hQDgSUPTLZ6A .

Feel free to contact if you have any queries.

Regards,
SUNIL S
Assistant Manager - HR
GRB DAIRY FOODS PVT LTD

E-Mail : recruitment@grbdairyfood.com I Web : www.grbdairyfood.com
Phone : 04344-297534 I Mobile:+91 9629906626

Please consider the Environment before printing this E-Mail. GO GREEN!!

Leoroy m.b <m.b.leoroy@gmail.com> Sun, 3 Jan, 10:36 AM

To: SUNIL S <recruitment@grbdairyfood.com>
Cc: Murali R <hr4@grbdairyfood.com>, Pushparajan Ravindran <srmgrhr@grbdairyfood.com>

Hello sir,

My date of joining for the post of quality control inspector is on 04/01/2021

[Quoted text hidden]

GOVERNMENT OF MEGHALAYA

HEALTH & FAMILY WELFARE DEPARTMENT
O/o DIST MEDICAL & HEALTH OFFICER
WEST GARO HILLS, TURA.

IDENTITY CARD



Name:- SMT. ANAIDA G. SANGMA.
Desgn:-Technical Officer (Food Safety)
O/o Dist. Medical & Health Officer,
West Garo Hills.

Issuing Authority

Sig. Of card holder

District Medical & Health Officer,
West Garo Hills, Tura

LOYOLA ACADEMY
(DEGREE & PG COLLEGE)

STAFF ID CARD



Name : Mrs.Vasudha Kadiri
Desi : Lecturer
Dept : Food Technology & Mgmt.
ID : 0

Principal

Old Alwal, Secunderabad - 500 010.
27860077

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Koona Vyshnavi

Tr. Analyst

VLL-3-5381

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Nutritionist

Authorised Sign

Fitday Private Limited

Plot No 21, Sumeshi Towers, 1st Floor
Rao & Raju Colony, Road No 2, Banjarahills
Hyderabad - 500034, India.

SIDS FARM PRIVATE LIMITED
:: HYDERBAD ::

Dated: 24th July, 2021

To,
Ms. **Poosa Manasa,**
Hyderabad.

Dear Ms. **Manasa**,

Sub:- Letter of Offer – Reg.

With reference to your application and subsequent interviews you had with us, the Management is pleased to offer you the position of **Quality Executive** in our organization and your annual CTC **Rs. 2,28,194/-** (Rupees Two Lakh Twenty Eight Thousand One Hundred & Ninety Four only) - All inclusive.

Initial training you will be placed/based at Hyderabad as your head quarter and covers assigned territory, and you will be responsible and reporting to **Team Lead**.

In accordance with the administrative requirements of the company, we request you to kindly bring with you the following documents in original and Photo copies of the same at the time of joining:

1. Certificates in support of your educational qualifications (10th standard to Graduation/ PG)
2. Previous company appointment letter, Relieving letter & Experience Letter
3. Last 3months Pay slips and 6months Bank Statement.
4. Two Passport Sized color photographs
5. Proof of Identity & Address.
6. Reference name, address & contact number.

You are advised to join us on or before **2nd August, 2021**. If you fail to join us as advised, this letter of offer stands cancelled.

A detailed appointment letter, wherein all other terms and conditions stipulated would be issued after you join us.

"We heartily welcome you to Sids Farm Family"

For Sids Farm Private Limited

S.S. Ganesh

Manager – HR

I accept the offer of appointment on the above terms.

Signature: …… Date: ……

Office:
Plot No. 108, LIG Phase – 1,
Dharma Reddy, Kukatpally,
Hyderabad – 500085
Web: www.sidsfarm.com

Plant:
Sy.No. 319. Tallapally (V),
Shabad (M), Ranga Reddy (D)
Telangana
Email:sidsdfarmhyd@gmail.com

SIDS FARM PRIVATE LIMITED
:: HYDERBAD ::

Annexure - 1

Sl.No	Description		Earnings Per Month	Deductions Per Month	Earnings Per Annum	Deductions Per Annum
1	Basic + DA		6288.00	0.00	75456.00	0.00
2	House Rent Allowance		2515.20	0.00	30182.40	0.00
3	Conveyance Allowance		3144.00	0.00	37728.00	0.00
4	Special Allowance		2672.40	0.00	32068.80	0.00
5	Bonus		1100.40	0.00	13204.80	0.00
	Total Earnings		**15720.00**	0.00	**188640.00**	0.00
	Employer Contribution:					
6	EPFO		1452.53	0.00	17430.34	0.00
7	ESIC		510.90	0.00	6130.80	0.00
8	Other Benefits		1395.00	0.00	16740.00	0.00
	Employee Deductions:					
9	EPFO		0.00	1452.53	0.00	17430.34
10	ESIC		0.00	117.90	0.00	1414.80
11	Professional Tax		0.00	150.00	0.00	1800.00
	Cost to Company		**19078.43**	**1720.43**	**228941.14**	**20645.14**

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:: HYDERBAD ::

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Shabad (M), Ranga Reddy (D)
Telangana
Email:sidsdfarmhyd@gmail.com

LANCESOFT

1st Floor, Block - 1, Wing-B, Plot No.6, NSL Arena Town Center
IDA Uppal, Hyderabad, Andhra Pradesh - 500039
Email: info@lancesoft-india.com
Visit us at www.lancesoft.com

PERSONAL & CONFIDENTIAL

Date: 06/Oct/2021

OFFER OF EMPLOYMENT

Dear Jeggili Ratna Kumar,

This is with reference to your interview(s) dated **06-October-2021** for the position of the **"Management Trainee, US Staffing, Level – L1 , Band – A1 "** at LanceSoft India Pvt. Ltd ("LanceSoft"). We are pleased to inform you that you have been selected for the position stated above. Your initial place of posting will be at **Hyderabad.**

Your annual CTC will be **2,16,000 INR (Two Lakh Sixteen Thousand Rupees only)**as detailed in ANNEXURE - A. Please bring the original along with a photocopy of the following documents at the time of joining:

1.Educational Certificates (X, XII, Graduation, Post-Graduation)
2.Five recent passport size photographs
3.Photo ID Proof (Acceptable Documents: Passport/Voter ID/Driving License/PAN Card)
4.Current/last Employer's offer/appointment letter
5.Relieving Letters (of all previous employments)
6.Pay slips and & Salary Account Statement of your current/last employment for the last three months

Failure to submit any or all of the above documents will result in an immediate termination of this offer.

Your employment with LanceSoft will be governed by LanceSoft's policies, as modified, from time to time and at LanceSoft's sole discretion, upon notice to you. Annexure B provides a subset of the LanceSoft's policies that will govern your employment with us.

You shall initially be on probation for a period of one eighty days (180). Lancesoft's incentive scheme is recurring, performance based and eligible once you complete the Calendar Quarter. And if you leave the company before 6 months then you are not entitled for any leave balance encashment.

You shall join the services of LanceSoft on or before **18/Oct/2021** . If you choose to accept this offer, please provide us your confirmation of acceptance. Offer stands canceled in case of non-acceptance, any deviations in the information/documents provided by you, or if you fail to report on or before the **18/Oct/2021** without the prior approval of LanceSoft Management.

We look forward to welcoming you to the LanceSoft team.

Yours' Sincerely,

<Signature>
<Sidharth Jain>
(Senior Manager– India HR)

LanceSoft India Pvt. Ltd,
 # 7/1, Near Kundalahalli
Gate Brookfield, ITPL Road,
Bangalore – 560066

Accepted,

<Signature>
Jeggili Ratna Kumar

111718620026.
J.Ratna Kumar
8639131624
Boazratna34@gmail.com
Food technology & Managment

Scanned with CamScanner

KAYEMPEE FOODS PVT. LTD.



Jannu Manasa

Designation : Assistant

Department : Quality

Emp. Code : 708

Authorised Signatory

KAYEMPEE FOODS PVT. LTD.



Sudhagoni Shivani

Designation : Microbiologist

Department : Quality

Emp. Code : 34133

Authorised Signatory

Heritage
HEALTH AND HAPPINESS

HFL: HR-MP: 2021
09.12.2021

Mrs PEREJI SARAH ANNIKA
S/o. Sri. P Jayath Solomon
Flate No: 401, H.No: 10-2-349, R.No:10,
Hyderabad, Telangana - 500026
Mob.No: 9030097598

Dear Mrs SARAH ANNIKA,

Offer of Appointment for the position of "EXECUTIVE - R&D".

With reference to your application for the employment and subsequent discussions we had, we are pleased to offer you an appointment as **"EXECUTIVE - R&D"** in our organization at remuneration, agreed mutually at the time of discussion with you personally.

You shall join for duty on or before **13.12.2021**. You shall be based at our Uppal Unit, located at C-10, Road No.7, IDA Uppal, Hyderabad - 500039 and shall report to to Head - R&D at our Uppal Unit. Please make a note that this offer shall stand invalid in case you fail to join on or before the specified date.

A detailed Appointment Letter with all the terms and conditions shall be given to you on your joining the Organization. You shall produce the following self attested copies us at the time of your joining:

- All the educational certificates for proof of education
- Service Certificate from the current employer
- Latest month pay slip for proof of last drawn salary
- Relieving letter from the current employer for proof of proper relieving
- Valid Aadhar card copy with complete DOB & Name is must at the time of joining
- Address Proof -Voter ID/Passport/Aadhar Card/Driving License
- Medical Fitness Certificate with Blood Group from Registered Medical Practitioner
- Nationalized Bank Account No., IFSC code, Name of the Bank, Branch & Address
- Two passport size and two stamp size photographs for office use

The Information furnished in the company application form and the copies of the certificates are found to be correct and if not, the company has every right to withdraw this offer.

You shall carry all the original documents for verification & confirmation of the same.

Please return the copy of this offer of Appointment duly signed as a token of your acceptance for the above-mentioned terms and conditions. Also please mention the expected date of joining in the space provided underneath.

Wishing you all the best and welcome you to HFL family.

For HERITAGE FOODS LIMITED

DHEERAJ TANDON
SENIOR GENERAL MANAGER - HR

Accepted all the above terms and conditions - *SIGNATURE* : _____

Expected date of joining : 13.12.2021