



**CHAITANYA BHARATHI
INSTITUTE OF TECHNOLOGY**

An Autonomous Institute | Affiliated to Osmania University
Kotapet Village, Gandipet Mandal, Hyderabad-500075. www.cbri.ac.in



COMMITTED TO
RESEARCH,
INNOVATION AND
EDUCATION

46
years

DEPARTMENT OF ARTIFICIAL INTELLIGENCE & DATA SCIENCE

List of the Students Placed-Batch (2020-24)

S. No	Roll-No	Student Name	Pg. No
1	160120771002	Akshaya Laxmi Ragi	1 - 3
2	160120771003	Deviprasanna Ganji	4 - 6
3	160120771007	Keerthi G A	8 - 9
4	160120771008	Daram Likhitha	10 - 11
5	160120771009	Munaga Meghana	12 - 14
6	160120771013	Aarthi Juryala	15 - 16
7	160120771014	Sardar Rechel Blessy	17 - 19
8	160120771015	Shivani Chitukula	20 - 21
9	160120771016	G. Sindhu Madhuri	22 - 25
10	160120771017	Snigdha	26 - 27
11	160120771022	Akash Gundu	28 - 29
12	160120771025	Ansh Neel Parmar	30
13	160120771026	Mohd Aquib	31 - 34
14	160120771028	Dileep Bathini	35 - 37
15	160120771030	Faisal Hussain	38 - 39
16	160120771031	B Gowri Manohar	40
17	160120771034	Kushal Rathi	41 - 42
18	160120771035	Lokesh Lavudya	43
19	160120771037	Manikundan Karnati	44 - 45
20	160120771040	Paramjeet Singh	46 - 47
21	160120771045	Polasani Rohit Reddy	48
22	160120771048	Sai Sathvik Vadari	49
23	160120771051	G Sai Varun Yadav	50 - 51
24	160120771056	Sam Sushruth	52
25	160120771058	G.V.Ranjith Rayalu	53 - 54
26	160120771059	Vinay Kumar	55
27	160120771301	Vishal Kumar	56
28	160120771302	Gayathri Pullakhandam	57
29	160120771306	Sathwik Chityala	59

Placement Coordinator

HEAD OF THE DEPARTMENT
Department of AI&DS,
CHAITANYA BHARATHI
INSTITUTE OF TECHNOLOGY
Hyderabad-500075, Telangana, India.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4794698

Letter of Intent ("LOI")

June 14, 2024

Dear Ragi Akshaya laxmi,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

ANNEXURE 1

Ragi Akshaya laxmi , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This LOI supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

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ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
 2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
 3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
 4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
 5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
 6. Any act or omission which is in violation of any Company policy.
- H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.
- I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please [click here](#).

For Capgemini Technology Services India Limited

**Puneet Kumra
Head - Fresher Hiring**

This is a computer-generated document. No signature is required. This document is containing confidential information.

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Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jun 12, 2024

Ms. Ganji Deviprasanna
Flat.no.204, R V Lavakusha Residency, S V Colony, Bairamalguda, Karmanghat,
Hyderabad, 500079
India

Subject: Offer of Employment

Dear Ganji Deviprasanna:

On behalf of **Deloitte Consulting 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 **July 15, 2024**.

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./₹ 600,000/-** 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.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 15, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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") 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 **July 15, 2024**, or an alternative mutually agreed upon date.

Deloitte.

Jun 12, 2024

Ms. Ganji Deviprasanna

**Flat.no.204, R V Lavakusha Residency, S V Colony,
Bairamalguda, Karmanghat,**

Hyderabad, 500079

India

Training Agreement

Dear Ganji Deviprasanna:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 15, 2024**. 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,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

6718FF75DA89400...

By:

Signature

Authorized Signatory

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Deloitte.

Ganji Deviprasanna

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 **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (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 on **Exhibit C** to this 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

Annexure A

Ms. Ganji Deviprasanna

Analyst

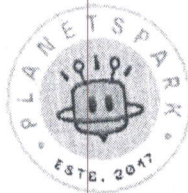
Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual 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, during the Annual Incentive Program payout cycle for 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 during the Annual Incentive Program payout cycle of that 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/-....

160120771007



WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
<http://www.planetspark.in>

Offer Letter

Date: 22/11/2023

To Keerthi GA

Employee Code: PS18877

Dear Keerthi

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th May 2024**. You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002. You will be working from office from day one of joining.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. Intellectual Property Right:

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

6. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

7. Annual Leave:

You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. Termination of Service:

Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. Appointment in Good Faith:

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 your application for employment and your ability to handle any assignment/job independently.



29th September, 2023

Daram Likhitha,
Flat No - G5, MegaFort Apartment
Kakatiya Nagar, Nizampet,
Telangana - 500090

OFFER LETTER

Dear Likhitha,

Regarding your application and the subsequent interview, we are delighted to extend an internship offer to you for the position of **Data Science Intern** with **Response Informatics Limited**.

Below are the terms and conditions of the offer:

1. **Internship Duration:** The internship will span a period of 6 months.
2. **Commencement Date:** Your services will commence on or before 3rd October 2023.
3. **Compensation:** You will receive a monthly stipend of INR 20,000 (Rupees Twenty Thousand Only).
4. **Future Employment:** Based on performance and successful onboarding with **Data Labs Corporation**, you will be offered an annual CTC of INR 6,00,000/- (Rupees Six Lakh Only), which includes all associated benefits.
5. **Full-Time Employment:** During the internship of six months and in the event of conversion to a full-time employee, you are required to commit to working with the company for a minimum of 1 year.
6. **Medical Insurance:** The Company will provide Group Health Medical Insurance coverage of INR. 3,00,000/-
7. **Leave Entitlement:** You are entitled to 1 (one) leave per month.
8. **Documentation:** Please ensure you send the scanned copies of the following documents before your day of joining:
 - All Academic Certificates
 - Aadhar Card Copy
 - PAN Card Copy
 - Passport-size photo or soft copy
 - Cancelled Cheque/Passbook front page

Non-Disclosure: This document will act as a Non-Disclosure Agreement (Non-Disclosure of Confidential Information) as part of rendering our Services to our Clients. This Agreement is to protect the interests of the Organization by maintaining confidentiality of all information, which may be accessible to you during your work. The information includes all kinds of documentation, printed or electronic, all kinds of software that are third party, company owned, or personally created.

The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. You will also abide by all other rules and regulations of the company and the Client as shall be in force, from time to time.

In all matters, including those not specifically covered here, you will be governed by the rules of the company framed from

Response Informatics Limited

Plot No. 42, Nagarjuna Hills, Punjagutta, Hyderabad, Telangana - 500 082

Web : www.responseinformaticsltd.com , E-mail : Info@responseinformaticsltd.com, Office : 040-40037073

CIN : L72200TG1996PLC025871



time to time or clarified or interpreted by/through the Management from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

This letter is valid up to the date of joining mentioned above. Any change to it shall be communicated in writing by either side and is subject to approval of the undersigned.

This offer is made based on information furnished by you in your application and discussions during the interview(s). The offer is liable for change or cancellation if any information provided by you is found to be false at a later stage. The decision of the Management shall be final and binding. We shall issue an appointment letter on the day of your joining.

Congratulations once again and we welcome you to Response Informatics family and look forward to a long and mutual association.

Kindly acknowledge the copy of this letter as a token of your acceptance of this offer.

A. Anand

For Response Informatics Limited,
Authorized Signatory,
HR Manager

Daram Likhitha

Candidate Signature,
Daram Likhitha

Response Informatics Limited

Plot No. 42, Nagarjuna Hills, Punjagutta, Hyderabad, Telangana - 500 082

Web : www.responseinformaticsltd.com, E-mail : info@responseinformaticsltd.com, Office : 040-40037073,

CIN : L72200TG1996PLC025871

Date: September 18, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Munaga Meghana

College: Chaitanya Bharathi Institute of Technology

160120771009

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Munaga Meghana,

Welcome to LTIMindtree (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer '**Annexure 1**') and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be Rs. 25000 pm.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-1**'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer '**Annexure-2**')
5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.ltimindtree.com>) and register your credentials therein within seven (7) days from the date of this letter.

If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.

Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTIMindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:
- Failing to meet the qualification criteria during the Training Program assessments
 - Unauthorized absence during the Training Program
 - Integrity and other disciplinary expectations
9. All Annexures appended herewith shall form an integral part of this letter.
10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.
11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.
13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.
14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the LTIMindtree family and look forward to a long and fruitful association with you.

Yours faithfully,

For LTIMindtree Ltd.



Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

Signature and Date

ANNEXURE-3

Name	: Munaga Meghana	Date	: September 18, 2024
Salary Grade	: P1		
Components		INR. (p.a.)	INR. (p.m.)
Basic		180000	15000
Bouquet of Benefits		131640	10970
Bonus		50400	4200
Base Salary (p.a.)		362040	30170
Annual Incentive		0	
Total Variable (p.a.)		0	
TTC(p.a.)		362040	
PF		21600	1800
Gratuity		8664	722
Mediclaime Premium(p.a)		12929	1077
Retirals & Other Benefits(p.a)		43193	3599
Cost to Company (CTC)		405233	33769

Modak Analytics LLP
The Platina,
Jayabheri Enclave, Phase 2,
Gachibowli,
Hyderabad 500 032.

+91 9701955900
www.modak.com

160121771013

Dear Aarathi Juryala

Email I'd -jsaiaarathi@gmail.com
Contact No - 9390317394

Thank you for exploring career opportunities with Modak Analytics LLP. Further to Successful completion of Selection process, we are pleased to offer you the position of **Software Development Intern**.

You are required to Join the organization on **28th May 2024**. Your stipend during the Internship would be **Rs.10200** per month. You will be a part of the application development team at Modak Analytics LLP.

After successful completion of your internship your CTC including all benefits will be **Rs.6,00,000/-** per annum, as per the terms and conditions set out herein.

Please indicate your acceptance of our employment offer by signing and returning to us a copy of this offer letter within 2 days, failing to do so would result in cancellation of the offer.

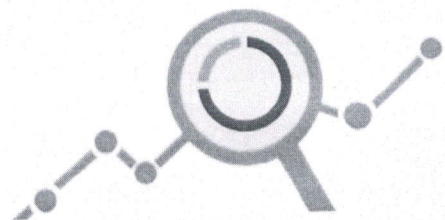
We congratulate you and wish you a successful career with us !

Annexure - COMPENSATION and BENEFITS

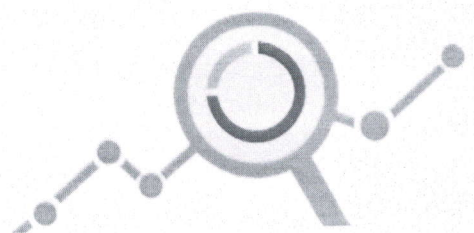
Health Insurance Scheme- Modak Health Insurance Scheme (MHIS). It will cover you, your spouse and children under the age of 21.

* The above Health Insurance Scheme is subject to revision.

modak



Time Period	Fixed Salary	Bonus (Paid at the end of the period)	Total CTC
	(INR)	(INR)	(INR)
0-12 Months	600000		600000
12-24 Months	600000	50000	650000
24-36 Months	650000	50000	700000
36 months onwards	700000	100000	800000



160121771014



May 23, 2024

Rechel Blessy Sardar

Flat-202, Guna Sundari Residency, West Marredpally
Secunderabad
Hyderabad,
Telangana
500026

Personal and Confidential

Dear Rechel:

At AMD India Private Limited ("AMD"), we believe that a great company is made up of great people. In that spirit, we are pleased to extend to you this offer of employment to join our innovative company. The details of this offer are outlined below (unless otherwise specified, all monetary amounts are in the India's local currency):

The Position

Your AMD job title will be that of Systems Engineer 1 (201) reporting to Manoj Kumar Ch.

This is a Full-time position.

The working hours shall be in accordance with the standard working hours applicable to your department or section. You also agree that AMD may transfer your workplace and work assignment, as necessary for the business needs, subject to applicable law.

Effective Date

Your employment will commence on July 1, 2024, or at another mutually acceptable date.

Compensation

Cost To Company (CTC): You will be paid an annualized salary of ₹986,486.00, less statutory deductions as required by law. Please see ANNEXURE for details.

Annual Incentive Plan

You will be eligible to participate in Advanced Micro Devices Inc.'s Annual Incentive Plan (Bonus Plan), in accordance with the terms and conditions of the Bonus Plan document. Your initial target bonus opportunity will be 8% of your annual base pay, prorated based on your start date during your first calendar year of employment. If your date of hire is October 1 or later, you will not be eligible to participate in the Bonus Plan for this year (and there will be no payout in respect of this year), but your eligibility will begin next year in accordance with the Plan terms. All Bonus Plan payments are at the discretion of AMD

ANNEXURE**Name of the candidate:** Rechel Blessy Sardar**Designation:**Systems Engineer 1 (201)**Breakup of Annual Total Remuneration (in INR)**

	Base Pay Components	Per Annum INR
A	Basic Pay (50% of Base Pay)	₹455,000.00
B	Flexible benefit Plan (50% of Base Pay)	₹455,000.00
C	Base Pay Sub totals (A+B)	₹910,000.00/Annually
	Retirals	
D	Employer's contribution to Provident Fund (12% of Basic Pay)	₹54,600.00
E	Employer's contribution to Gratuity (4.81% Basic Pay)	₹21,886.00
	Cost to Company (CTC) (C+D+E)	₹986,486.00

As per Payment of Gratuity Act 1972, Sec 4(3). Refer to Gratuity Policy available in MyHR page or contact your Site HR Ops / ER

*Refer to FBP Components in detail

FBP components table

Flexible Benefit Plan (FBP) will include the components outlined below. Employees may choose the components under which they will be paid their FBP.

Component	Maximum payable	Tax break	Documents needed
(a) House Rent Allowance (HRA)	a. Fixed at 40% of Basic salary for non-metros and 50% of Basic salary for Metros. b. Monthly payment.	Under Section 10(13A), HRA exemption is the minimum of the following three, ∴ Actual rent paid minus 10% of Basic Salary • Actual HRA • 40% of Basic Salary for non-metros (50% of basic salary for metros – Delhi, Mumbai, Kolkata, and Chennai).	a. Rent receipt in a specified format is required. b. If the rent paid per month is INR 8,333 or more, PAN copy (softcopy) of the landlord is mandatory to be provided. HRA exemption will not be considered without the landlord PAN copy.
(b) Leave Travel Allowance (LTA)	a. Fixed at 8.33% of basic salary. Paid as monthly allowance. b. Monthly payment.	Under Section 10(5), a. Actual Fare spent only max limit is Air Economy or First-Class AC rail fare), including spouse, children and dependent parents. b. LTA can be claimed exempt from income tax only in respect of two journeys performed in a block of four calendar years (current block of four years is 2022-2025). In the block of 4 calendar years 2018-2021, if the employee does not availed exemption, then one trip can be carried forward to be availed in the first calendar year of	a. Air ticket and boarding pass / Train Ticket. b. Form 12BBc. Employees must apply leave (for travel dates) in AMD system.

Name:Rechel Blessy Sardar

AMD
together we advance_
New Hire RSU Award Notice

Dear Rechel,
Congratulations on your offer to join AMD!
Should you join AMD and subject to approval by Advanced Micro Devices, Inc.'s Board of Directors or its designated committee, you will be awarded Advanced Micro Devices, Inc. Restricted Stock Units (RSUs) as follows. An RSU award is an investment in your future with AMD and is typically granted on the 15th day of the next month following the start of your employment (e.g., a January start date generally has a February 15 RSU grant date), assuming continuous employment through the grant date.

NEW HIRE RSU AWARD DETAILS
RSU Value (\$USD): ○ 18000

- Your RSUs will be subject to the terms and conditions of the Advanced Micro Devices, Inc. Equity Incentive Plan under which they are granted, and the corresponding award agreement thereunder. The number of RSUs granted will generally be determined by dividing your award value (as noted above) by the 30-trading day average closing stock price prior to and including the grant date. The award value is used only to determine the number of shares subject to your RSUs, as described above, and is not meant to guarantee or predict the income you may realize from your RSUs.
- Your RSUs will generally vest as to 1/4 of the number of RSUs on the first, second, third and fourth anniversary of the grant date, unless otherwise specifically indicated in the grant confirmation notice. Vesting of any RSUs is subject to continued active service through each applicable vesting date and the terms and conditions of the award agreement, which will be provided to you as soon as practicable after the grant date.
- If approved, RSUs will be granted by Advanced Micro Devices, Inc. and are separate from your compensation paid by your employer. The RSUs are not part of your employment relationship. This letter supersedes any prior representations or agreements, whether written or oral with respect to the RSUs.
- Advanced Micro Devices, Inc. can grant RSUs to you only if and as long as it is permitted and feasible under the laws of the country in which you reside or the laws to which you may be subject. This letter shall in no way be construed to create an employment relationship between you Advanced Micro Devices, Inc. or any of its affiliates that does not otherwise exist. The terms of your service shall not be affected in any way by your participation or entitlement to participate in any stock award plans or any grants of the RSUs. Such stock award plans shall not form part of the terms of your service (express or implied). In calculating any payment, compensation, or damages on the termination of your service for whatever reason (whether lawful or unlawful) which might otherwise be payable to you, no account



160120771015

4 June 2024

To,

Shivani Chitukula
Hno 4 2 Seetharampuram
Gundala Mandal
Yadadri district
Jangoan
508101

Dear Shivani

Congratulations!!!

With reference to your application, exploring career opportunities with us and your subsequent discussions, we are pleased to offer you employment with HSBC Software Development (India) Private Limited, (herein after referred to as "HSDI") with a commencement date of 13 July 2024. Please report to the on-boarding personnel on 13 July 2024 at 09:00 AM at

HSBC Software Development (India) Private Limited
Pune Business Bay, Tower B, Wing B, Airport Road,
Yerwada, Pune – 411006

Kindly note that this offer is valid only subject to positive clearance of your Back Ground Verification process and no adverse findings arising under any of the pre-employment verification checks on behalf of HSDI, I would like to extend to you, a warm welcome and wish you a professionally rewarding career with our organization!

In course of your employment with the Company, you are required to perform services for the Company in adherence to the company's rules and regulations set forth through various policies.

DESIGNATION

You shall be designated as Trainee Software Engineer.

LOCATION, TRANSFER AND DEPUTATION

A. Fixed Pay (Sum of 1 and 2)	69,856.00	838,269.00
3 Provident Fund @ 12% of Basic		40,237.00
4 Gratuity		21,494.00
B. Retiral Benefits (Sum of 3 and 4)		61,731.00
C. Fixed Pay + Retiral Components (Sum of A and B)		900,000.00

Salary payments will be made on the 24th of each calendar month and is subject to Income Tax and other statutory deductions as applicable from time to time. In the event 24th is a company declared holiday or a weekend then the salary would be processed a day prior to that date. Your salary will be paid into an account, maintained in your name with Hong Kong and Shanghai Banking Corporation Limited (HSBC Bank). If you already have an account with HSBC Bank, please provide us with details upon joining.

DISCRETIONARY VARIABLE PAY

Such pay is purely discretionary in nature, which is based on individual's performance, HSBC Group, HSDI performance and prevailing market conditions. To be eligible for a discretionary variable pay the employee must be on the payroll and should not be serving notice period during this time of payouts.

DEDUCTIONS FROM PAY

When your employment ends, if the number of days annual leave you have taken exceeds your pro-rata entitlement for the holiday year, an appropriate deduction will be made from your final pay.

Any leave balance outstanding in your name may be encashed subject to the discretion of the management.

If you are summarily dismissed, or leave the company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

STATUTORY DEDUCTIONS

For the purposes of offer letter, "Statutory Deductions" means appropriate tax and any other applicable statutory deductions.

Provident Fund

As an employer, we have to adhere towards monetary contribution towards Statutory Compliance as notified under Employee Provident Fund (EPF) and Miscellaneous Provisions Act, 1952. Hence, as per the EPF Statutory payments requirement, an amount reflecting in your compensation structure is paid by the company toward employer contribution, (which is 12% of your basic salary) and an equivalent amount, as your contribution, would be deducted from your remuneration each month

Gratuity

As per Statutory Compliance requirement the company shall make contributions on your behalf towards the HSDI Gratuity Scheme. This contribution can only be en-cashed upon separation from the company the Gratuity Act 1972; therein.

ANNUAL LEAVE

Guggilla Sindhu Madhuri

Hyderabad, Telangana.

Dear Guggilla Sindhu Madhuri,

We are delighted to extend an offer of employment to you for the position of "Associate Engineer" at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months' notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.

Strictly Confidential

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

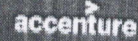
Post-completion of Training:

Name	Guggilla Sindhu Madhuri
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	330396
Performance Linked Pay	48000
PF Employer Per annum	21600
Total CTC Sal per annum	400000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	11733	Basic	140796
HRA	7333	HRA	87996
LTA	0	LTA	0
Special Allowance	8467	Special Allowance	101604
A. Fixed Salary	27533	A. Fixed Salary	330396
B. Performance Linked Pay	4000	B. Performance Linked Pay	48000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	33333	Total CTC (A+B+C+D)	400000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	

Congratulations



23 May 2024

C06292591

Sindhu Madhuri Guggilla
Ganesh Nagar, Chintal

Dear Sindhu Madhuri Guggilla,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

1

Candidate's Signature {{Sig_es_:_signer1:signature}}



Response Informatics

TECHNOLOGY SIMPLIFIED

29th September, 2023

Guggilla Sindhu Madhuri,
48-546, Dee Nagar,
Beside Asian Sha Theatre,
Quthbullapur, Chintal,
Hyderabad, Telangana - 500054

OFFER LETTER

Dear Madhuri,

Regarding your application and the subsequent interview, we are delighted to extend an internship offer to you for the position of **Data Science Intern** with **Response Informatics Limited**.

Below are the terms and conditions of the offer:

- 1. Internship Duration:** The internship will span a period of 6 months.
- 2. Commencement Date:** Your services will commence on or before 3rd October 2023.
- 3. Compensation:** You will receive a monthly stipend of INR 20,000 (Rupees Twenty Thousand Only).
- 4. Future Employment:** Based on performance and successful onboarding with **Data Labs Corporation**, you will be offered an annual CTC of INR 6,00,000/- (Rupees Six Lakh Only), which includes all associated benefits.
- 5. Full-Time Employment:** During the internship of six months and in the event of conversion to a full-time employee, you are required to commit to working with the company for a minimum of 1 year.
- 6. Medical Insurance:** The Company will provide Group Health Medical Insurance coverage of INR 3,00,000/-
- 7. Leave Entitlement:** You are entitled to 1 (one) leave per month.
- 8. Documentation:** Please ensure you send the scanned copies of the following documents before your day of joining:
 - All Academic Certificates
 - Aadhar Card Copy
 - PAN Card Copy
 - Passport-size photo or soft copy
 - Cancelled Cheque/Passbook front page

Non-Disclosure: This document will act as a Non-Disclosure Agreement (Non-Disclosure of Confidential Information) as part of rendering our Services to our Clients. This Agreement is to protect the interests of the Organization by maintaining confidentiality of all information, which may be accessible to you during your work. The information includes all kinds of documentation, printed or electronic, all kinds of software that are third party, company owned, or personally created.

The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. You will also abide by all other rules and regulations of the company and the Client as shall be in force, from time to time.

Response Informatics Limited

Plot No. 42, Nagarjuna Hills, Punjagutta, Hyderabad, Telangana - 500082

Web: www.responseinformatics.com | Email: info@responseinformatics.com | Office: 080-40001000

AN 17226015 (P) 50 CVZ 2023

24/09/2024

Snigdha Peddi

Karimnagar, Telangana, India

Reg: Offer of employment

Dear **Snigdha**,

We are pleased to offer you the position of **Associate Software Engineer I (IND)** at **Carelon Global Solutions India LLP** and your work location will **IND-TG-Hyderabad, Avance Business Hub**. 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 **₹4,46,260.00 (Four Lakhs Forty Six Thousand Two Hundred Sixty rupees only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance (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 **21/10/2024** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Carelon Global Solutions India LLP on the Date of Joining. Carelon Global Solutions India LLP 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.

A one-time joining bonus of **₹25,000.00 (Twenty Five Thousand rupees only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Carelon Global Solutions and is subject to all applicable withholdings. In the event you decide to resign from Carelon Global Solutions within a year of your start date, you agree to unconditionally reimburse Carelon Global Solutions the full amount of the joining bonus on your last working day with Carelon Global Solutions or alternatively, Carelon Global Solutions will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Carelon for a period of six (6) months from the date of commencement of your employment with Carelon ("Probation Period"). If your performance with Carelon during the Probation Period is considered satisfactory by Carelon, on completion of the Probation Period, you will be confirmed by Carelon in writing.

Carelton shall have the discretion to extend the Probation Period up to 3 months as it considers necessary if it believes that you have not performed satisfactorily during the Probation Period but that it is reasonably possible that your performance will improve in the near future.

- The decision of Carelon on whether to confirm your employment, extend the Probation Period or terminate you shall be final.
- During the Probation Period, you and Carelon shall both have the right to unilaterally terminate your employment upon providing fifteen (15) calendar days prior written notice or payment in lieu thereof.
- During the Probation Period, you shall be entitled to all the benefits as given by Carelon.

Carelton Global Solutions India LLP

Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru,
Karnataka - 560 045, India.

www.carelonglobal.com | Ph: +91 80 6955 8400 | GSTIN: 29AAHFL3010G2ZL | LLPIN: AAL-0928 | PAN: AAHFL3010G

Annexure – A

Associate Name:	Snigdha Peddi		
Designation:	Associate Software Engineer I (IND)		
	Component	Per Annum (INR)	Per Month (INR)
Fixed Pay	Basic Salary	₹1,98,000.00	₹16,500.00
	HRA	₹79,200.00	₹6,600.00
	Special Allowance	₹1,45,300.00	₹12,108.33
Retirals	Employer's contribution to PF	₹23,760.00	₹1,980.00
	Gross Pay	₹4,46,260.00	₹37,188.33
	Total Cost	₹4,46,260.00	₹37,188.33

Note:

- Carelon Global Solutions endeavors to protect the health and safety of its employees and officers at all times. In this regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the Government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose planned, in that case you are mandated to sign an Indemnity-Cum-Undertaking indemnifying Carelon in case of adverse outcome due to your non-vaccination status and providing appropriate reason thereof for not fulfilling the requirements. Concealment of vaccination status, production of false documentation or non-compliance of the mandated Indemnity-Cum-Declaration shall result in immediate termination.
- 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 Total Cost.
- 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 /-
- Personal Accident and Term Life Insurance Coverage as per company policy.
- Notice period will be 3 months.
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,

Mosur K Saisekar

Country Head

Carelon Global Solutions India LLP

Snigdha Peddi

Date: 24/09/2024

Carelon Global Solutions India LLP

Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka – 560 045, India.

www.carelonglobal.com | Ph: +91 80 6955 8400 | GSTIN: 29AAHFL3010G2ZL | LLPIN: AAL-0928 | PAN: AAHFL3010G

16th April 2024

16012077/022

Dear Akash Gundu,

Congratulations!!!

With regard to your discussion with us, we are happy to offer you a position of “Associate Data Scientist” (Band 1.1) at Gramener’s Hyderabad office.

Your CTC would be INR **12,00,000** per annum. The CTC would be subject to all statutory deductions as applicable. Relocation bonus amount of INR **20,000** subject to submission of relevant bills.

You are requested to join on **3rd June 2024**. Please send us a confirmation mail by **17th April 2024**. You can collect the hard copy of your Appointment letter at the time of joining after submitting all necessary documents as listed below:

Joining Checklist:

At the time of your joining, you would be required to bring the originals for HR verification and submit 2 copies each of the following testimonials.

1. Educational Qualification

- a) SSC/Class X
- b) Intermediate
- c) Graduation – Degree certificate and marks cards of all years / semesters
- d) Post-Graduation – Degree certificate and marks cards of all years / semesters

2. Work Experience (only if applicable)

- a) Experience & relieving certificates of your current and all your previous employers
- b) Latest 3 pay slips, appointment letter of your current employer and Form 16

3. Photos: You would be required to submit 2 passport size photographs in color and a soft copy. (200px * 200px)

4. In addition, you would be required to submit 3 Months Bank Statement (salary credit)

5. As part of background verification, you are required to produce:

- a) Identity proof Aadhar Card and PAN card (Mandatory), Passport, Driving license, Ration card, Voter ID card.
- b) Address Proof-Current & Permanent (Aadhar Card, any utility bill electricity, telephone, credit card, bank statement).

Corporate Office:

Unit No. L20-02, 20th Floor, ONE WEST,
Sy. No 88/AA and 88/E, Nanakramguda,
Hyderabad - 500008, Telangana, India.

T: +91 40 6764 2100

F: +91 40 6764 2121

www.gramener.com

Annexure - I (Salary Structure)		
Name	Akash Gundu	
Designation	Associate Data Scientist	
Location	Hyderabad	
Total Annual CTC	INR 12,00,000	
Variable Pay	INR 0	
Location Premium Allowance	INR 0	
Gratuity	INR 23,088	
ESIC - Employer	INR 0	
EPF - Employer	INR 21,600	
Particulars	INR Per Annum	INR Per Month
Basic Salary	6,00,000	50,000
House Rent Allowance	1,92,000	16,000
Leave Travel Allowance	60,000	5,000
Bonus	-	-
Location Premium Allowance	-	-
Other Allowances	3,03,312	25,276
Gross Annual CTC	11,55,312	96,276
Deductions		
Professional Tax	2,400	200
ESIC - Employee	-	-
EPF - Employee	21,600	1,800
Medical Insurance	3,138	262
Net (Before Income Tax)	11,28,174	94,015

Notes:

- VARIABLE PAY:** would be based on individual performance (70% weightage) and company performance (30% weightage) which will be paid annually. The business targets, which would be used as one of the bases for evaluating individual performance, would be fixed after discussions post joining. Variable Pay Eligibility: Employee must be on the payroll as of 31st March to be eligible for variable pay payout.
- GRATUITY:** on separation after five (5) years of continuous service, payable as per the Payment of Gratuity Act.
- MEDICAL INSURANCE:** The medical insurance amount covers only employee, if he/she wants to add his dependents, the premium will be accounted as per the policy terms.

Corporate Office:

Unit No. L20-02, 20th Floor, ONE WEST,
Sy. No 88/AA and 88/E, Nanakramguda,
Hyderabad - 500008, Telangana, India.

T: +91 40 6764 2100
F: +91 40 6764 2121
www.gramener.com



160120771025.

 Purview India Consulting & Services LLP
3rd Floor, Trendz Solitaire,
Near The Westin Hotel, Gafoor Nagar
HITECHCITY, Hyderabad - 500 081.
LLP IN: AAG-04202

22nd March 2024

Internship Offer Letter

Dear Neel Ansh Parmar,

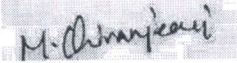
We are pleased to inform your acceptance of an internship position as **Software Intern** at Purview India Consulting and services LLP and Date of joining is on **25/03/2024**

During this period, you are entitled to a stipend of Rs.12000/- Per Month.

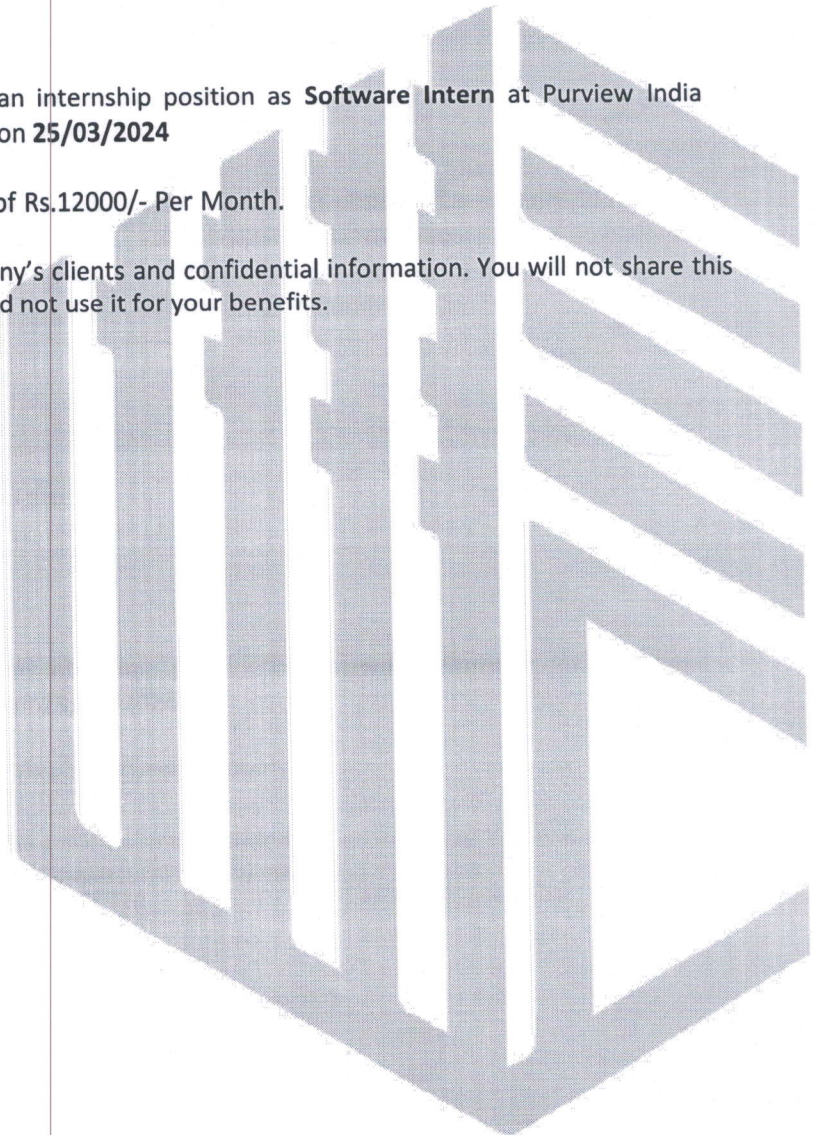
During which, you will have access to the company's clients and confidential information. You will not share this information with anyone outside the company and not use it for your benefits.

Congratulations! Welcome Onboard.

For Purview India Consulting and services LLP



Authorized Signatory





16012071026

Congratulations on your offer with Deloitte!

1 message

Recruiting at Deloitte <donotreply@deloitte.com>

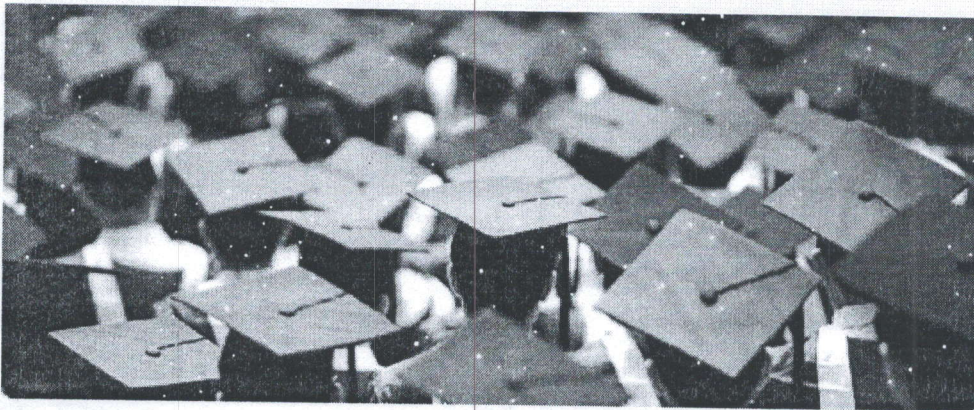
Reply to: system.admin@avature.net

To: aquib.mohd3438@gmail.com

Wed, 12 Jun, 2024 at 5:59 pm

Deloitte.

Deloitte India (Offices of the US)



Dear Mohd,

Congratulations!

Welcome to the Deloitte family.

We are pleased to extend the Employment Offer to you.

Please formally accept/decline this offer within 3 days (three days).

Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification.

Please do the needful within three days, failing which this offer maybe withdrawn at the sole discretion of the Deloitte India (Offices of the US).

This offer and your employment with Deloitte India (Offices of the US) are conditional upon the successful background investigation into matters relating to your suitability for employment by Deloitte India (Offices of the US), including, 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 and prior employment (if any).

At Deloitte we believe we can be successful only when we help others succeed. As a leading professional services firm, we take pride in investing in our people's personal and professional aspirations.

Keeping this in mind we bring to you onboarding assistance services providing personalized guidance for your seamless transition into the organization.

- **Background Investigation** - Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification. Please note, this form requires you to provide seven years of history including employment and residence information. Please ensure you gather the appropriate documentation to accurately complete the form with exact dates, addresses, etc. It is vitally important that you do not estimate any information submitted. Once you have accepted your offer, First Advantage will conduct a background investigation based on the information submitted. The background investigation process involves verifying the information you submitted. Any and all discrepancies will be flagged and reviewed. Please complete the Background Investigation Form within 24 hours of receiving the link.
- **New Hire Registry** - You will also receive an email from Deloitte directing you to the Talent on Demand portal asking you to complete the New Hire Registration. The New Hire Registration enables your information to be input into the Deloitte HR systems. You will be asked to verify the information populated from your employment application and correct any errors or omissions. In order to complete this step you will need to enter emergency contact names, phone numbers, and addresses as well as bank routing number for direct deposit.

Note:

- 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.

As of December 6, 2021, all personnel should be fully vaccinated against COVID-19 to access any Deloitte US India office facilities. "Fully vaccinated" is defined as 15 days after the administration of the second dose of the vaccine or as further defined by Central/State government protocols and guidelines. Employees who have personal circumstances that prevent them from complying with this policy may request flexibility.

1102 - Deloitte Consulting India Private Limited will periodically review our policy as the pandemic evolves and make any appropriate adjustments. Client vaccine requirements will determine whether personnel are eligible to work on-site at a client facility.

Regards
Deloitte India (Offices of the US)

Continuous learning

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Get in touch



About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

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No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection

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Congratulations on accepting Deloitte Offer

1 message

Recruiting at Deloitte <donotreply@deloitte.com>

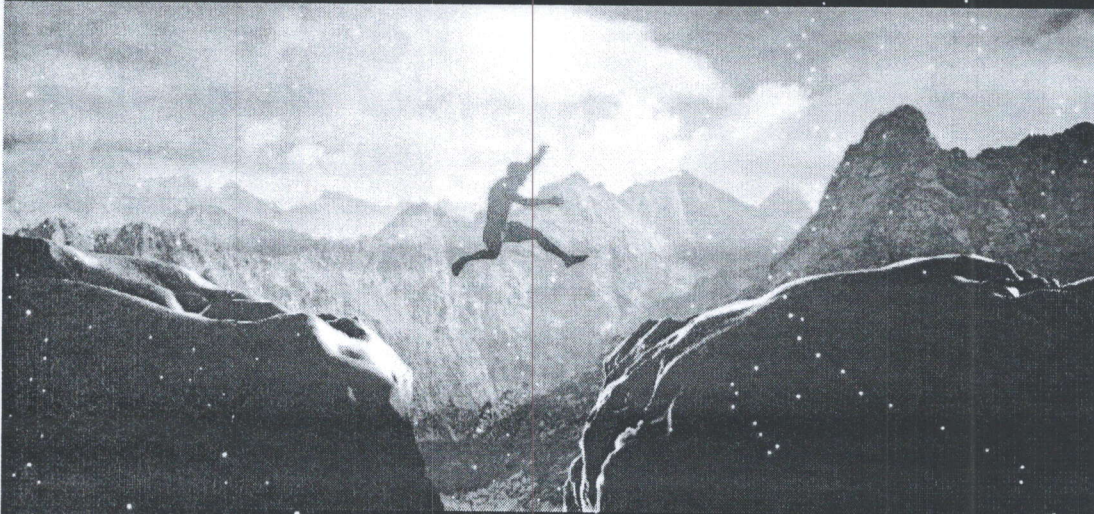
Reply to: system.admin@avature.net

To: aquib.mohd3438@gmail.com

Thu, 13 Jun, 2024 at 10:13 pm

Deloitte.

Deloitte India (Offices of the US)



Dear Mohd,

Congratulations on accepting your offer! We look forward to having you join Deloitte.

We will be in contact with you regarding next steps. If you have any questions in the meantime, please reach out to your recruiter.

Thank you!
Deloitte Recruiting

Career Journeys

Our people and our culture make Deloitte a place where leaders thrive. Get an inside look at the rich diversity of background, education, and experiences of our people. What impact will you make?

28

16012071028

zeta

July 12, 2024

Battini Dileep

S/O Raju 4-112 Arjunaptla,
Maddur Mandal, Maddur Warangal,
Telangana 506223.

Dear Battini Dileep,

Better World Technology Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Software Development Engineer I**" on **July 22, 2024**. You will be on probation for a period of **3 months** starting from the day you join the organization. Your position will carry a compensation package of **INR 21,13,182/-** inclusive of fixed components, joining bonus, relocation assistance, guaranteed cash bonus and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **July 14, 2024** (it may self-destruct thereafter 😊) and we request that you join us on **July 22, 2024**.

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Better World Technology Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at careers@zeta.in with any questions and to accept this offer.

Yours Sincerely,

Adarsh v n.

Adarsh V N

Director & Head - Talent Acquisition

Battini Dileep

Enclosures:

1. List of documents to be submitted
2. Compensation & Benefits package details
3. Equity

Better World Technology Pvt. Ltd

Regd. Office: Directiplex, ACME I-Tech Park, Next to Andheri Subway, Old Nagardas Road, Andheri (East), Mumbai-400069.

CIN: U74999MH2011PTC221931, Tel: 022-61123900, www.zeta.in

CONFIDENTIAL

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COMPENSATION & BENEFITS PACKAGE

Name: **Battini Dileep**
 Designation: **Software Development Engineer I**

COMPONENTS	₹/MONTH	₹/ANNUM	
Basic	66,667	8,00,004	Completely Taxable
House Rent Allowance	33,334	4,00,008	Exempted from tax subject to certain conditions as per the Income Tax Rules
Special Allowance	25,333	3,03,996	Tax exempted components can be opted under Flexible Pay Scheme which is adjusted against Special Allowance and balance amount completely taxable
Provident Fund – Employer's Contribution	8,000	96,000	12% of the employers contribution. An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund.
FIXED PAY (A)	1,33,334	16,00,008	
JOINING BONUS (B)		3,50,000	The joining bonus would be recovered in full by the company if you were to resign within 1 year of joining.
COST TO COMPANY (A+B)		19,50,008	
Gratuity		38,462	Eligibility is as per the Gratuity Act
Health Insurance		42,500	Build your own health plan from a host of choices provided by our insurance provider
Life Insurance		7,212	Sum insured 4X the annual compensation
BENEFIT VALUATION (C)		88,174	
RELOCATION ASSISTANCE (D)		75,000	"This benefit can be availed as reimbursement and on actuals as per the relocation policy under the following categories- - Intercity Travel - Temporary hotel accommodation - Movement of goods/ vehicles - Home set up - Brokerage The actual amount towards relocation will be recovered if you were to leave within one year of submission of the relocation bills."
TOTAL REWARDS (A+B+C+D)		21,13,182	

*** Guaranteed Cash Bonus: You will also be eligible for this bonus as mentioned below: INR 2,00,000/- will be disbursed at the beginning of the 2nd year of your employment. This amount will be recovered by the company on a pro-rata basis if you were to resign before completing 2 years from your Date of Joining (DOJ).**

Better World Technology Pvt. Ltd.

Adarsh v n.

Adarsh V N
 Director & Head - Talent Acquisition

Battini Dileep

Better World Technology Pvt. Ltd

Regd. Office: Directiplex, ACME I-Tech Park, Next to Andheri Subway, Old Nagardas Road, Andheri (East), Mumbai-400069.

CIN: U74999MH2011PTC221931, Tel: 022-61123900, www.zeta.in

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EQUITY

Name: **Battini Dileep**
Designation: **Software Development Engineer I**

- **Equity:** In addition to the above compensation, you will also be eligible for equity with an approximate value of **INR 3,20,000/- on 01-Aug-24**. This value will be converted to a number of options on the date of grant in accordance with the Company's standard procedures.
- All equity awards are subject to board approval and other terms and conditions set forth in Zeta's equity plans and plan documents.
- The **Vesting Schedule** will be as follows:
 - 10% at completion of 1 year from the grant date
 - 20% at completion of 2 years from the grant date
 - 30% at completion of 3 years from the grant date
 - 40% at completion of 4 years from the grant date
- **Exercise Period:** Employees can exercise their vested options at any given time when the exercise window is opened. All vested options have **lifetime** validity.

Better World Technology Pvt. Ltd.

Adarsh v n.

Adarsh V N
Director & Head - Talent Acquisition

Battini Dileep

Better World Technology Pvt. Ltd

Regd. Office: Directiplex, ACME I-Tech Park, Next to Andheri Subway, Old Nagardas Road, Andheri (East), Mumbai-400069.
CIN: U74999MH2011PTC221931, Tel: 022-61123900, www.zeta.in

CONFIDENTIAL



PharmaScroll Research and
Consulting Private Limited

30. 7.19
160120771030

Dear Faisal Hussain,

We're delighted to extend this offer of employment for the position of Junior Associate, Analytics with PharmaScroll Research & Consulting Pvt Ltd. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your engagement start date will be 6th June 2024.

Please find attached the terms and conditions of your employment, should you accept this offer letter. In the meantime, please feel free to contact Mr Sahil Singla, if you have any questions.

We are looking forward to having you on our team.

Best regards,

Bhawna Gupta

I. Position**Job title**

Your title will be Junior Associate, and you will report to Chaitanya Mishra who is leading the Analytics team.

Working schedule

This is a full-time position requiring approximately 40 hrs per week. Your regular weekly schedule will be Monday to Friday 11:00 am -8:00 pm.

Employment Relationship

Your employment with the organization would be subject to your acceptance to this offer letter as well as successfully submitting the required documentation, as requested by the company.

Your employment would be permanent with the firm, unless otherwise notified. You would have to serve a 2-month notice period, before leaving the organization. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you.)

II. Compensation**Salary**

The Company will pay you a salary as per the stake up mentioned below, payable in accordance with the Company's standard payroll schedule.

Salary Stake up	Monthly (INR)	Annual (INR)
Basic	26250	315000
HRA	13125	157500
Supplementary	13125	157500
Retention Allowance (To be paid 100% at every 3 months)	0	0
Total Fixed Component	52500	630000
Variable Pay (To be paid at the end of the Year)		70000
Total CTC		700000

**PF is optional and is a part of a supplementary allowance if opted for.*

160120771031



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jun 12, 2024

Mr. B Gowri Manohar

Flat No, 101, Plot No. 290,291/A, Tsr Icion -1, Mithilanagar, Pragathi Nagar, Kukatpally,
Hyderabad, 500090
India

Subject: Offer of Employment

Dear B Gowri Manohar:

On behalf of **Deloitte Consulting 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 **July 15, 2024**.

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./₹ 600,000/-** 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.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 15, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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") 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 **July 15, 2024**, or an alternative mutually agreed upon date.



5 June 2024

To,

Kushal Rathi
4 7 298 303
Esamia Bazar
Koti
Hyderabad
500027

Dear Kushal

Congratulations!!!

With reference to your application, exploring career opportunities with us and your subsequent discussions, we are pleased to offer you employment with HSBC Software Development (India) Private Limited, (herein after referred to as "HSDI") with a commencement date of 13 July 2024.

Please report to the on-boarding personnel on 13 July 2024 at 09:00 AM at

HSBC Software Development (India) Private Limited
Hyderabad 7th, 8th, 9th floors, Nexity Tower 10,
Hyderabad Knowledge City, Hyderabad, 500032

Kindly note that this offer is valid only subject to positive clearance of your Back Ground Verification process and no adverse findings arising under any of the pre-employment verification checks on behalf of HSDI, I would like to extend to you, a warm welcome and wish you a professionally rewarding career with our organization!

In course of your employment with the Company, you are required to perform services for the Company in adherence to the company's rules and regulations set forth through various policies.

DESIGNATION

You shall be designated as Trainee Software Engineer.

LOCATION, TRANSFER AND DEPUTATION

TRANSFERABILITY:

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working extra hours is avoided. However, occasions may arise when you may be required to work beyond your normal hours.

RETIREMENT

Normal retirement in the company is at age 60. Your employment will terminate automatically at the end of the month in which your 60th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit by the company doctor.

COMPENSATION DETAILS

Sr.No.Description	Monthly (INR)	Annual (INR)
1 Basic	27,943.00	335,308.00
2 Flexible Allowance Package	41,913.00	502,961.00
A. Fixed Pay (Sum of 1 and 2)	69,856.00	838,269.00
3 Provident Fund @ 12% of Basic		40,237.00
4 Gratuity		21,494.00
B. Retiral Benefits (Sum of 3 and 4)		61,731.00
C. Fixed Pay + Retiral Components (Sum of A and B)		900,000.00

Salary payments will be made on the 24th of each calendar month and is subject to Income Tax and other statutory deductions as applicable from time to time. In the event 24th is a company declared holiday or a weekend then the salary would be processed a day prior to that date. Your salary will be paid into an account, maintained in your name with Hong Kong and Shanghai Banking Corporation Limited (HSBC Bank). If you already have an account with HSBC Bank, please provide us with details upon joining.

DISCRETIONARY VARIABLE PAY

Such pay is purely discretionary in nature, which is based on individual's performance, HSBC Group, HSDI performance and prevailing market conditions. To be eligible for a discretionary variable pay the employee must be on the payroll and should not be serving notice period during this time of payouts.

DEDUCTIONS FROM PAY

When your employment ends, if the number of days annual leave you have taken exceeds your pro-rata entitlement for the holiday year, an appropriate

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S T

17-11-2023

UST-LOI-1100

Lokesh Lavudya

Chaitanya Bharathi Institute of Technology

Sub: Letter of Intent

Dear Lokesh Lavudya,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with (UST).

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

Modak Analytics LLP
The Platina
Jayabheri Enclave, Phase 2
Gachibowli,
Hyderabad 500 032.

+91 9701955900
www.modak.com

Dear Manikundan Karnati

160120771037

Email Id -manikundank@gmail.com
Contact No - 7989337377

Thank you for exploring career opportunities with Modak Analytics LLP. Further to Successful completion of Selection process, we are pleased to offer you the position of **Software Development Intern**.

You are required to Join the organization on **28th May 2024**. Your stipend during the Internship would be **Rs.10200** per month. You will be a part of the application development team at Modak Analytics LLP.

After successful completion of your internship your CTC including all benefits will be **Rs.6,00,000/-** per annum, as per the terms and conditions set out herein.

Please indicate your acceptance of our employment offer by signing and returning to us a copy of this offer letter within 2 days, failing to do so would result in cancellation of the offer.

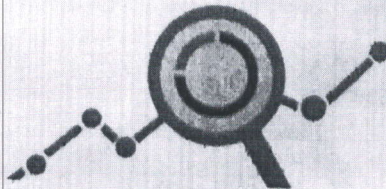
We congratulate you and wish you a successful career with us !

**Annexure -
COMPENSATION and BENEFITS**

Health Insurance Scheme- Modak Health Insurance Scheme (MHIS). It will cover you, your spouse and children under the age of 21.

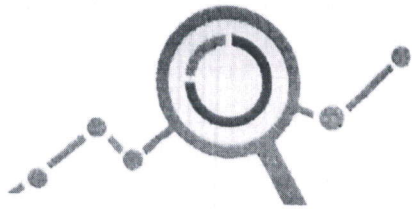
* The above Health Insurance Scheme is subject to revision.

modak



Time Period	Fixed Salary	Bonus (Paid at the end of the period)	Total CTC
	(INR)	(INR)	(INR)
0-12 Months	600000		600000
12-24 Months	600000	50000	650000
24-36 Months	650000	50000	700000
36 months onwards	700000	100000	800000

modak



160120771040

CLOUD4C
A CtrlS Company

Paramjeet Singh
Hyderabad, Telangana.

Dear Paramjeet Singh,

We are delighted to extend an offer of employment to you for the position of "Associate Engineer" at *Cloud4C Services Private Limited*. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months' notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.

Cloud4C Services Private Limited

Pioneer Towers, 7th floor, Plot no.16, Software Units Layout,
Madhapur (Hitech Hyderabad), Hyderabad - 500081, Telangana, India.
www.cloud4c.com



Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Paramjeet Singh
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	506400
Performance Linked Pay	72000
PF Employer Per annum	21600
Total CTC Sal per annum	600000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	17600	Basic	211200
HRA	11000	HRA	132000
LTA	5000	LTA	60000
Special Allowance	8600	Special Allowance	103200
A. Fixed Salary	42200	A. Fixed Salary	506400
B. Performance Linked Pay	6000	B. Performance Linked Pay	72000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	50000	Total CTC (A+B+C+D)	600000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	

1st July, 2024

To,

Polasani Rohith Reddy,
1-50, Kampelly Village,
Seerole Mandal,
Mahabubabad, Telangana – 506105

OFFER LETTER

Dear Rohith,

Congratulations!!!

We are pleased to offer you the position of **Data Scientist Associate** with **Datalabs AI Private Limited** on the following terms & conditions.

Commencement of Services: Your services are effective on or before **1st July 2024**

Compensation: You will be eligible for:

- Your annual total employment cost to company would be ₹ 6, 00,000/- per annum (Rupees Six Lakh only) subject to statutory deductions.
- Compensation and benefits in accordance with Annexure I - Salary Offer.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

Probation: The probation period is for 3 months from the date of your joining. Upon successful completion (meeting the assigned deliverables), the employee on completion of probation, shall convert to a full-time employee. However, if the assigned deliverables are not met during the probation, the employment may be discontinued further with or without notice at the sole discretion of the Management.

Leaves/Absence: Leaves should be planned in consultation with the Reporting Manager as per the current leave policy of the company.

Background Verification: The offer is subject to the background verification, based on the

DATALABS AI PRIVATE LIMITED

Reg. office: Raghuma Towers, 3rd Floor, Hi-Tech City, Kavuri Hills, Madhapur, Shaikpet, Hyderabad, Telangana - 500081.
Web: datalabscorp.com, Email: - info@datalabscorp.com, Office: 040-40037073, CIN: U62020TS2024PTC180748

160120771048

8bit.ai

EIGHTBIT AI PRIVATE LIMITED

7th Floor, Pioneer Tower, Plot No. 16, Madhapur, Hyderabad, Shaikpet, Telangana - 500081

September 07, 2024

EMPLOYMENT AGREEMENT

Sai Sathvik Vadari

Address: Sri Anusha Residency, Road No. 4
Rajeev Nagar
Hyderabad – 500045
Telangana
India

Email: vadari.sathvik@gmail.com
Phone: (+91) 7093219111

Dear Sai Sathvik Vadari,

We are pleased to offer you the position of **MLOps Engineer** with **EIGHTBIT AI PRIVATE LIMITED**, a private limited company incorporated under the Companies Act, 2013 (the “**Company**”) having its registered office at: 7th Floor, Pioneer Tower, Plot No. 16, Madhapur, Hyderabad, Shaikpet, Telangana - 500081 on the terms described below.

This offer of employment is for a full-time position based in the Company’s office in Hyderabad, Telangana.

Please note that the terms of employment detailed in this document and attachments hereto (collectively referred to as the “**Agreement**”) are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

1. **Compensation**

The annual fixed component of your cost to the company (“**CTC**”) will be [**Rupees Twenty Lakh Only (Rs. 20,00,000)**]. Your compensation will be reviewed on an annual basis and increments will be determined based on performance and provided at the sole discretion of the Company.

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Deloitte

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jun 17, 2024

160120771051

Mr. Gopanaboina Sai Varun Yadav

SCB: 6-51-007, H no: 1-8-35, Seetharampuram Secunderabad,
Hyderabad, 500011
India

Subject: Offer of Employment

Dear Gopanaboina Sai Varun Yadav:

On behalf of **Deloitte Consulting 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 **July 15, 2024**.

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./₹ 600,000/-** 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.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 15, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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") 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 **July 15, 2024**, or an alternative mutually agreed upon date.

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 within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

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.

Gopanaboina Sai Varun 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 Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madhavi
207A5EF6EC184AB...
By: _____
Signature

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Authorized Signatory

Acceptance

I, **Gopanaboina Sai Varun Yadav**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
[Signature]
078EC17068BA404...
Signature

Jun 19, 2024
Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024 06 17 12:47:22 -07 00



Response Informatics
TECHNOLOGY SIMPLIFIED

29th September, 2023

Korada Sushruth Samson Kumar,
4-6-14 Himagiri Colony,
Gandhamguda, Hydershakote
Hyderabad Telangana - 500091

160120771056

OFFER LETTER

Dear Samson,

Regarding your application and the subsequent interview, we are delighted to extend an internship offer to you for the position of **Data Science Intern** with **Response Informatics Limited**.

Below are the terms and conditions of the offer:

1. **Internship Duration:** The internship will span a period of 6 months.
2. **Commencement Date:** Your services will commence on or before 3rd October 2023.
3. **Compensation:** You will receive a monthly stipend of INR 20,000 (Rupees Twenty Thousand Only).
4. **Medical Insurance:** The Company will provide Group Health Medical Insurance coverage of INR. 3,00,000/-
5. **Leave Entitlement:** You are entitled to 1 (one) leave per month.
6. **Documentation:** Please ensure you send the scanned copies of the following documents before your day of joining:
 - All Academic Certificates
 - Aadhar Card Copy
 - PAN Card Copy
 - Passport-size photo or soft copy
 - Cancelled Cheque/Passbook front page

Non-Disclosure: This document will act as a Non-Disclosure Agreement (Non-Disclosure of Confidential Information) as part of rendering our Services to our Clients. This Agreement is to protect the interests of the Organization by maintaining confidentiality of all information, which may be accessible to you during your work. The information includes all kinds of documentation, printed or electronic, all kinds of software that are third party, company owned, or personally created.

The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. You will also abide by all other rules and regulations of the company and the Client as shall be in force, from time to time.

In all matters, including those not specifically covered here, you will be governed by the rules of the company framed from time to time or clarified or interpreted by/through the Management from time to time.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

Response Informatics Limited

Plot No. 42, Nagarjuna Hills, Punjagutta, Hyderabad, Telangana - 500 082

Web : www.responseinformaticsltd.com , E-mail : info@responseinformaticsltd.com, Office : 040-40037073,

CIN : L72200TG1996PLC025871

OFFER OF EMPLOYMENT

Date: 15 March, 2024

To,

160120771058
Gummadipudi Venkata Ranjith Rayalu
S/o Mr Venkata Ramanaiah Gummadipudi
H No 82, Ground Floor
Balaji Nagar, Gudimalkapur,
Hyderabad – 500 028

Dear Mr. G V Ranjith Rayalu,

Further to the interview and our discussion, we are pleased to extend this **Conditional** Letter of Offer of Employment to appoint you at Innerscore, a unit of People Combine Basics pvt Ltd on the following terms and conditions, subject to the receipt of satisfactory responses to our reference checks and your pre-employment health screening (if deemed necessary).

The nature of the Innerscore activities requires that you are flexible with your approach to work to service the best interests of our clients. Accordingly, you shall be expected to undertake such other duties that may reasonably be assigned / allocated to you from time to time taking into account the changing needs of the organization and your role within it.

Please note:

This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 75% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

Designation & Reporting:

Your designation and Job title shall be **Software Engineer** with **Job Class 10**, and you shall be reporting to the Vice President, Engineer such other designate(s) as may be nominated from time to time.

Place of work:

You shall be based at Innerscore office, Hyderabad. However, depending on the requirements and exigencies of work, you may be required to work elsewhere in any of the locations of the company.

Date of Commencement:

Contingent upon your acceptance of this Offer of Employment and receipt of satisfactory responses to our reference enquiries and your pre-employment medical screening (where considered necessary and asked to be undergone), you shall report for duties by or before **15 May, 2024**. The formal Letter of Employment shall be given to you on your taking up employment with us by or before the aforementioned date.

People Combine Basics Private Limited

CIN: U80904TS2020PTC179943

Corporate Office: Plot No.99, Road No.72, Jubilee Hills Cooperative Society, Jubilee Hills, Hyderabad – 500 033, Telangana, India.
www.peoplecombine.com / www.innerscore.com

Annexure – A

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Name : Gummadipudi Venkata Ranjith Rayalu
 Designation : Software Engineer
 Date of Joining : 15 May, 2024
 JC : 10

Annexure	SALARY MATRIX	JC-10	
		Amount (PM)	Amount (PA)
	Emoluments		
	Basic	45,839	5,50,068
	House Rent Allowance	18,366	2,20,027
	Leave and Travel Allowance(LTA)	4,584	55,007
	Conveyance Allowance	1,500	18,000
	Professional Development Allowance	4,584	55,007
	Lunch Allowance	1,500	18,000
	Medical Allowance	1,500	18,000
	Special Allowance	13,836	1,66,032
	Gross Total	87,610	10,51,320
Employer Contribution	Management Provident Fund	1,950	23,400
	Gratuity	2,205	26,458
	CTC	95,833	11,50,000
Employee Contribution	Employee Provident Fund	1,800	21,600
	Professional Tax	200	2,400
	Total Deduction	200	2400
	NET PAYABLE	89,678	10,76,136
Total CTC	Cost to Company	95,883	11,50,000

1. Yearly Total Fixed Remuneration, Annual CTC in words (Rounded off) **Rs.11,50,000** (Rupees Eleven Lakh Fifty Thousand Only)
2. Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in Coschool 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/ HR Dept.

Signature: _____

Date: 14/4/24 _____

People Combine Basics Private Limited

CIN: U80904TS2020PTC179943

Corporate Office: Plot No.99, Road No.72, Jubilee Hills Cooperative Society, Jubilee Hills, Hyderabad – 500 033, Telangana, India.
www.peoplecombine.com / www.innerscore.com

160120771059.



25-Sep-2024

Name of Candidate: **Miyala Vinay Kumar**
Address: **kahwakurthy islangana 508324**
Email ID: **vinaymiyala344@gmail.com**

Dear Miyala,

We hope this message finds you well.

We are writing to inform you that your date of joining with Carelton Global Solutions India LLP ("Carelton") as Associate Software Engineer has been deferred until further notice due to unforeseen circumstances. Such deferral of your date of joining is to ensure that all candidates have the necessary resources and support as you begin your journey with us and have a seamless onboarding. We will update you on revised date of joining by early next year.

We understand this may cause some inconvenience and sincerely regret the same. Thank you for your understanding and flexibility during this time.

We are committed to support you and ensuring a smooth transition as you prepare to join us. If you have any questions or concerns, please don't hesitate to reach out to us one hr@carelton.com

We look forward to welcoming you soon to Carelton!

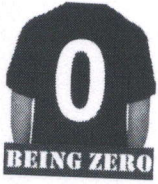
Thank you for your understanding and patience.

For Carelton Global Solutions India LLP

Sincerely,

Mosur K Sajeekar
Country Head
Carelton Global Solutions LLP

Carelton Global Solutions India LLP
Miyala Embassy Business Park, Floors 6-10, Block Boryan (L1), Outer Ring Road, Nagavara, Bengaluru,
Karnataka - 560 045, India.
www.careltonglobal.com | Ph: +91 80 0955 8400 | GSTIN: 29AAHF3000C2A | UPI: AAHFB2B | PAN: AAHF3006G



Being Zero Pvt. Ltd.

<http://beingzero.in>

beingzero@gmail.com

+91-9866507368

Hyderabad

Date: 30th April 2024

Name

Subject Full-Time Offer

Dear Mr. Thigle Vishal, 1601207710P

On behalf of Being Zero Pvt. Ltd., I am pleased to extend to you this offer of to join Being Zero as Software Developer and Instructor (SDI), wherein you will report to Mr. Thigle Vishal. On accepting this offer, you will begin your role with the Company from **15th of May 2024**. This role includes contribution on both fronts including Software Development to contribute to tools and technologies Being Zero builds, and Skilling and Mentoring the students who are part of Being Zero batches.

Your primary job location is Hyderabad but this role may require you to travel with the Being Zero Team to colleges within/outside Hyderabad where Being Zero delivers' trainings or colleges utilizes our Coding Platforms and other educational tools. When you are not traveling, you need to work from Being Zero office which is currently located in Kukatpally, Hyderabad.

This agreement outlines the obligations of the candidate (that is you) and the organization (that is Being Zero), Both parties understand that the duties listed are subject to change and any changes will be for the benefit of company and its clients.

During the next one year you will be entitled to an annual compensation of 8 LPA (fixed) which will be paid monthly with a 10% TDS deducted and deposited to govt of India under 194J of Professional fees for technical services. Apart from fixed compensation there is a variable component of 25000/- to 1,00,000/- that gets paid to candidates based on their individual performance as well as company performance.

It will be six-day work-week. As a full-time professional you are entitled for 20 paid leaves (15 Casual and 5 Medical) per financial year (1st April to 31st March of next year). Any leave taken beyond the allowed limit is considered to be an unpaid leave with deduction as directed by internal leave policy.

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03-Sep-2024

Dear Pullakhandam Gayathri, 160120771302
B.Tech, Artificial Intelligence, Data Science
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 26010711

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

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Compensation and Benefits
Name: Pullakhandam Gayathri

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity



June 18, 2024

To,

Chityala Sathwik

16012071306

1-9-177, Revenue Colony, Near Sadanandam Milk Point, July Wada, Subedari, Hanamkonda, Warangal Urban, Telangana - 506001

Dear Sathwik,

Sub: Offer of appointment as Full Time Employee (FTE)

Congratulations!!!

Subsequent to the discussion we had recently with you, we are pleased to offer you an appointment with EPAM Systems India Private Limited (the **Company**) as per the terms and conditions mentioned below:

1. DATE OF JOINING

Your date of joining will be on **July 10, 2024**.

2. DESIGNATION: Junior Software Engineer

3. PLACEMENT OF WORK

(i) Your place of work will be at **Hyderabad**.

(ii) You may be required to work in any Position, Department or Shift as you may be assigned from time to time.

(iii) During your employment, you may be transferred to any of the establishments of the Company or its associated Companies in which case you will be governed by the rules and regulations applicable to that establishment.

4. WORKING HOURS

Company follows 9-hour workday and 05 working days a week, with Saturday and Sunday as weekly off for General shift associates. The core working hours are from 9 AM to 6 PM. These working hours and working days would vary depending on project requirements and at company discretion with reasonable notice in accordance with applicable laws. If you are designated to work in shifts, you shall be eligible for shift allowance as per company policy.

5. SECRECY

(i) Your employment is a full-time assignment, and you shall devote your whole time and attention to the interest of the Company and shall not engage yourself in any other business/occupation, whatsoever.

(ii) You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position or responsibility occupied by you.

(iii) You shall not, at any time, during your employment or thereafter, disclose to any person, firm, or Company any information concerning the affairs of the Company or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.

(iv) You are required to sign the non-disclosure agreement in the prescribed format which shall form a part of these terms and conditions.