


S. No.	Roll No.	Name of student placed with his/her contact details	Student email id	Programme completed	Name of the employer with contact details	Pay package at the time of appointment	Index
1	160120749001	ANAMI FATHIMA	ugs20b146_cic.anam@cbit.org.in	CET	Deloitte <irrodrigues@deloitte.com>	760000	12
2	160120749002	ANITA CHENNURU	ugs20b144_cic.anita@cbit.org.in	CET	Qualcomm India Pvt. Ltd.	1770000	13
3	160120749003	ANJALI N	anju02370@gmail.com	CET	Capgemini <nikhil.kumar-s@cappemini.com>	400000	16
4	160120749004	CHANDRIKA MEKALA	mdhandrika0904@gmail.com	CET	NEXTTENTI Tech Pvt Ltd Phenom (off-campus)	400000	22
5	160120749005	HAMSINI DUTTALURI	ugs20b128_cic.hamsini@cbit.org.in	CET	Accenture <aleena.george@accenture.com>	450000	11
6	160120749006	LAXMI PRIYA NEELA	ugs20b123_cic.laxmi@cbit.org.in	CET	GAP Inc <finance_in@gap.com>	1060000	36
7	160120749007	MADHU PURNIMA G	ugs20b137_cic.madhu@cbit.org.in	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	3
8	160120749008	MANASVI K	manasvi360k@gmail.com	CET	NEXTTENTI Tech Pvt Ltd Phenom (off-campus)	400000	23
9	160120749009	NITHYA SAI M	ugs20b102_cic.nithya@cbit.org.in	CET	Pega Systems <PeopleHub@pega.com>	1600000	29
10	160120749011	SAI LAKSHMI PRIYA K	Ugs20B145_cic.sai@cbit.org.in	CET	Enterprise People Service	400000	31
11	160120749012	SAI PRAVALLIKA GUMIMA	ugs20b139_cic.sai@cbit.org.in	CET	Y Combinator Phenom (off-campus)	1000000	24
12	160120749013	SARAYU V	ugs20b154_cic.sarayu@cbit.org.in	CET	msg global Solutions Pvt Ltd	600000	32
13	160120749014	SHRIYA BANDI	shriyabandi@gmail.com	CET	Qualcomm India Pvt. Ltd.	1770000	39
14	160120749017	SRI MEGHANA KARRI	meghana130403@gmail.com	CET	IBM Consulting CIC	475000	37
15	160120749018	SRIKHYATI BOPPANA	srikyati.1510@gmail.com	CET	AcmeGrade AcmeGrade, info@acmegrade.com	600000	51
16	160120749019	TANYA KOLANUPAKA	tanya.jk@gmail.com	CET	Blue Yonder (off-campus)	840000	38
17	160120749020	THRISHA KAKARLA	thrishachowdary2202@gmail.com	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	20
18	160120749021	VYBHAVI BUKKA	buklavybhavi@gmail.com	CET	Incture (off-campus)	800000	26
19	160120749022	ACHINAV SAI DANUGURI	abhinavsai491@gmail.com	CET	Khumbu Systems (off-campus)	800000	7
20	160120749023	ADITHYA GURURAJ	ugs20b107_cic.adithya@cbit.org.in	CET	AcmeGrade AcmeGrade, info@acmegrade.com	600000	8
21	160120749024	ASHISH CHANDRA M	Ashishchandra8328@gmail.com	CET	NEXTTENTI Tech Pvt Ltd (off-campus)	400000	52
22	160120749025	BHANU PRASAD PAITAR	prasadbhhanu894@gmail.com	CET	HSBC Technology HSBC-<satyesh.pat@hsbc.co.in>	900000	40
23	160120749026	VENKATA VISWAS REDDY	viswasmc238@gmail.com	CET	Khumbu Systems Phenom (off-campus)	1000000	5
24	160120749029	DHEERAJ VENU K	dheerajvenuk@gmail.com	CET	Accenture-<aleena.george@accenture.com>	450000	4
25	160120749030	HIMA CHARAN GANGULA	himacharan128@gmail.com	CET	Uber Phenom (off-campus)	836000	30
26	160120749031	IRSHAD MOHAMMED	hnsi.irshad257@gmail.com	CET	Modak Analytics LLP (off-campus)	600000	53
27	160120749033	KRISHNA RISHI KOLLI	krishnarishitm@gmail.com	CET	Qualcomm India Pvt. Ltd.	1770000	10
28	160120749034	MAHESH REDDY JAWVAJI	maheshreddyjawvaj95@gmail.com	CET	Modak Analytics LLP (off-campus)	600000	6
29	160120749035	NIVAS REDDY VELMULA	ugs20b112_cic.nivas@cbit.org.in	CET	LTI Mindtree <Macheria.Kirankumar@ltimindtree.com>	300000	21
30	160120749036	PALLA MOHAMMAD	mohammadpalla24@gmail.com	CET	SigIQ, hr@sigiq.ai	1200000	41

S. No.	Roll No.	Name of student placed with his/her contact details	Student email id	Programme completed	Name of the employer with contact details	Pay package at the time of appointment	Index	
31	160120749037	PRASHANTH CHOWDARY U	upputuri.prashanth@gmail.com	CET	Nemetschek OFFCAMPUS	650000	43	Place on campus and off campus
32	160120749038	PRATHAM REDDY ENUGU	enuguprathamreddy.24@gmail.com	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	18	
33	160120749039	RAJESH KUTURU	rajeshsagar2912@gmail.com	CET	KPMG in India yashika3@kpmg.com	500000	33	nips77@nive.roopie.com / nive7@nive.roopie.com
34	160120749042	SAHAKAR MALLEBOINA	ush20b136_cic.sahakar@cbit.org.in	CET	Coforge Aneesh.Jain@coforge.com	400000	44	olders/1XT5E2mD6ruJ5 14OvApvQn
35	160120749043	SAI CHARAN REDDY V	ugs20b155_cic.sai@cbit.org.in	CET	Effigo Global OFFCAMPUS	600000	42	
36	160120749044	SAI LOHITH PEDDI	ugs20b111_cic.sai@cbit.org.in	CET	msg global Solutions Pvt Ltd Phenom (off-campus)	600000	17	
37	160120749045	SAI MANOJ ALLADI	ugs20b106_cic.sai@cbit.org.in	CET	EPAM EPAM-<prajwal_hs@epam.com>	800000	50	
39	160120749047	SAI REDDY BONTU	sawikreddy2017@gmail.com	CET	Barclays dhiwya.mathivanan@barclays.com	1332000	49	
40	160120749048	SAISURAJ JALIGAPU	jaligapusaisuraj764@gmail.com	CET	Tesseract Esports OFF CAMPUS	300000	34	
41	160120749049	SAKETH REDDY MULE	saketh712@gmail.com	CET	HSBC Technology HSBC-<satyesh.pati@hsbc.co.in>	900000	48	
42	160120749051	SHIVA KIRAN KONINITY	ugs20b114_cic.shiva@cbit.org.in	CET	msg global Solutions Pvt Ltd (off-campus)	600000	54	
38	160120749053	SRI SAATHVIK KOUNDINYA KALLURI	sathvik484@gmail.com	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	14	
43	160120749055	SRINIVASA RAO M	srinumocharla055@gmail.com	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	46	
44	160120749056	TANISH KAVALI	ugs20b150_cic.tanish@cbit.org.in	CET	Congenplus Technology Pvt Ltd	400000	45	
45	160120749057	VENKAT VIKAS REDDY D	ugs20b105_cic.venkat@cbit.org.in	CET	Coforge Aneesh.Jain@coforge.com	425000	35	
46	160120749058	VIBHAVARI SHARMA N	Ugs20b110_cic.vibhavari@cbit.org.in	CET	CtrlS_Cloud4C harihara.karuchola@cloud4c.com	600000	1	
47	160120749059	VISHWANTH BARMIA	vishwanthbsavp@gmail.com	CET	UBER Phenom (off-campus)	836000	2	
48	160120749060	VIVEK GOPARI	ugs20b118_cic.vivek@cbit.org.in	CET	TCS (off-campus)	840000	28	
49	160120749302	MOHAMMED AFFAN KHAN	indushassan@gmail.com	CET	EPAM EPAM-<prajwal_hs@epam.com>	8 Lakhs	47	
50	160120749303	KASHETTY TEJASHWINI	kashettytejashwini@gmail.com	CET	PeopleTech Group (off-campus)	400000	15	


 HoD,
 Dept. of C&T of the Department
 Head of C&T of the Department
 Dept. of Computer Engineering and Technology,
 CBIT (A), Gandipet, Hyderabad-500 075

for c&th
 Placement coordinator

Naravarjhula Vibhavari Sharma
Hyderabad, Telangana.

Dear Naravarjhula Vibhavari Sharma ,

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.

Naravarjhula Vibhavari Sharma
Hyderabad, Telangana.

Dear Naravarjhula Vibhavari Sharma ,

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.

Employment Agreement

This employment agreement (the "**Agreement**") is made on November 21, 2024 between Uber India Systems Private Limited, a company incorporated according to the laws of India with registered company number U74120MH2013FTC247008 ("**Uber**"), and Vishwanth Barma, residing at 4-2-249, Ravindra Road, Koratla, Jagtial, Telangana, 505326, with ID number CBLPV3059G (the "**Employee**").

1. Commencement of Employment

- 1.1 The Employee's employment is expected to commence on December 2, 2024 or no later than thirty (30) days after this date ("**Commencement Date**"), following which the offer expires, and to continue unless terminated in accordance with this Agreement.
- 1.2 The offer of employment, the Employee's Commencement Date and the Employee's continued employment are subject to a number of factors, including but not limited to the following: (i) the Employee's eligibility to reside and work as an employee in the work location; (ii) satisfactory completion of local immigration requirements; (iii) satisfactory completion of any checks or verifications (which may include a background check) required by Uber; (iv) a determination by Uber that the Employee's employment will not give rise to any concerns under Uber's Business Conduct Guide, including the conflict of interest provisions therein; and (v) the Employee's execution of the Restrictive Covenants Agreement (which sets out provisions relating to the protection of Uber's and any Group Company's business, including Uber's Confidential Information and post-employment covenants).
- 1.3 The first three (3) months shall be considered a probationary period (the "**Probationary Period**"). During the Probationary Period, the Employee's performance and suitability for continued employment will be monitored. A decision on the Employee's continued

employment will be made on, or within a reasonable period of, the Probationary Period coming to an end. Uber reserves the right to vary or extend the Probationary Period in its sole discretion.

2. Position, Duties & Conduct

2.1 The Employee will be employed as "Automation Specialist II" and will have the powers, responsibilities and authorities assigned by Uber and/or any Group Company as are reasonably consistent with the Employee's position.

2.2 Uber's business constantly changes. As such, Uber may, at any time, with or without notice, change the Employee's job title, grading, duties, accountability and reporting line or reassign or transfer the Employee to another role which Uber considers the Employee is suitably qualified and experienced to perform, to the extent permitted by local law. Further, Uber has the right to transfer the Employee to any other location/department or any affiliate or associate or third party and the Employee hereby consents to such transfer. This Agreement will continue to apply regardless of any such changes, unless otherwise agreed in writing.

2.3 The Employee must comply with all policies, rules and codes of conduct generally in effect for employees of Uber.

2.4 The Employee must not accept employment with or perform any services or activities for any third parties, whether paid or unpaid, which could give rise to an actual or perceived conflict of interest or which could limit the Employee's ability to fulfil his/her work responsibilities. Any outside activities that are paid must be approved in advance and in writing by the Employee's manager and Human Resources. Any outside activities that are unpaid and could give rise to an actual or perceived conflict must be approved in advance and in writing by the Employee's manager. Determining whether an actual or perceived conflict of interest exists can be complicated, so it is important to be transparent. Examples

of clear conflicts of interest include cases where employees are associated with competitors, potential competitors, suppliers or contractors and cases where employees have a financial interest in companies that act as suppliers or providers to Uber.

2.5 The Employee represents that the Employee's performance of all the terms of this Agreement does not and will not breach any agreement the Employee has entered into, or will enter into, with any third party, including without limitation any agreement to keep in confidence proprietary information or materials acquired by the Employee in confidence or in trust from such third party prior to or during the Employment Agreement. The Employee will not disclose to Uber or use, or induce Uber to use, any inventions, confidential or non-public proprietary information or material belonging to any previous client, employer or any other party. The Employee acknowledges and agrees that the Employee has notified Human Resources and his/her manager in writing of any agreements (non-competition agreements, non-solicitation of customers agreements and non-solicitation of employees agreements) with a current or former client, employer, or any other person or entity, that may restrict the Employee's ability to perform the contractual duties under this Agreement or the Employee's ability to recruit or engage customers or service providers, contractors, suppliers or partners on behalf of Uber. The Employee shall not enter into any written or oral agreement that conflicts with the provisions of this Agreement.

3. Working Hours & Location

3.1 The Employee shall perform the duties on a shift system basis divided over five (5) working days per week with two (2) rest days, which may or may not be consecutive. The Employee will work such hours and at such times as will be notified to the Employee by way of a roster, to be circulated no later than [1 week] prior to the start of each shift.

- 3.2 The Employee may be required to perform work on weekends, public holidays and in excess of the usual office hours when such is reasonably necessary for the proper performance of the Employee's duties. Any remuneration for this additional work shall be deemed to be included in the Employee's base salary and the Employee shall not be entitled to any additional remuneration or overtime, unless required by local law.
- 3.3 The Employee shall perform the Employee's duties under this Agreement for the benefit of Uber at Uber's premises in India, IND Hyderabad (13 Kondapur Village), being the primary place of work of the Employee, subject to Uber's policies on hybrid / remote working as in effect from time to time. However, the Employee may be expected to travel and Uber is authorised to relocate the Employee's workplace to another location, temporarily or permanently, in accordance with business needs to the extent permitted by local law.

4. Compensation

- 4.1 **Salary:** The Employee is entitled to a total annual base salary of INR 836,000.00 (eight hundred thirty-six thousand) payable in twelve (12) monthly instalments in arrears, as well any statutory allowances required by local law.
- 4.2 **Performance Bonus Program:** The Employee may be eligible to participate in a bonus program for Community Specialist employees. This will be in accordance with the terms and conditions of that specific bonus program, which can be amended from time to time or discontinued by Uber at any time in its sole discretion. Any bonus awarded in one performance period does not entitle the Employee to a bonus in any subsequent period. Bonuses are not guaranteed, and the issuance and amount of any bonus is at the sole discretion of the Company. To qualify for a bonus, the Employee must meet the eligibility requirements of the bonus program and must remain employed by the Company at the time of payout.

- 4.3 **Expenses:** Uber shall reimburse the Employee in respect of all expenses reasonably and properly incurred by the Employee in the proper performance of his/her duties and subject to the Employee providing such receipts or other evidence of expenditure as Uber may require and subject to Uber's rules and policies in force from time to time.
- 4.4 **Contributions:** In addition to the Employee's monthly base salary, Uber will make monthly Provident Fund contributions, if applicable and as required by local law. Uber will also make corresponding deductions (including for tax) from the Employee's monthly base salary, as required by local law.
- 4.5 **Deductions:** The Employee authorises Uber to deduct (to the maximum extent permitted by local law) from any payments due to the Employee, any monies owed to Uber or any Group Company, including (without limitation) to recover any over-payment of salary, unpaid loans or unauthorized expenses. Where such a deduction is not permitted by local law or is less than the amount owed, the Employee will repay any outstanding amounts owed to Uber.
- 4.6 **Compensation for work-related personal injuries:** The Employee may in certain situations be entitled to receive compensation in accordance with the Employees' Compensation Act, in case any personal injury is caused to the Employee by accident arising out of and in the course of the Employee's employment, unless the amounts are covered by any insurance policies obtained by Uber for or on behalf of the Employee.

5. **Leave and Holidays**

- 5.1 **Annual Leave:** The Employee will be entitled to annual leave as set out in Uber's leave policies. Any annual leave taken will be first applied against the Employee's minimum statutory annual leave entitlement under local law. Any leave carry-over entitlement or payment upon termination will be provided in accordance with local law.

- 5.2 **Sick Leave:** If the Employee is absent from work for any medical reason, the Employee must inform his/her line manager or Human Resources before 9:00 am (local time) on the first day of absence and produce a valid medical certificate in accordance with the applicable leave policy. The Employee will be paid for any period of sick leave in accordance with local law. Uber may choose to offer enhanced sick leave terms but, if it does, it may decide to withdraw or discontinue those enhanced terms at its sole discretion.
- 5.3 **Other Leaves:** The Employee maybe entitled to other forms of leave in accordance with local law. Eligible female employees shall be entitled to maternity benefits in accordance to local law.
- 5.4 **Statutory Holidays:** The Employee will be entitled to statutory holidays in accordance with local law and company policies in effect from time to time.

6. Termination of Employment & Suspension

- 6.1 **Termination With Notice:** Subject to any applicable statutory notice period and Uber's right to terminate without notice in certain circumstances, this Agreement may be terminated by either party giving the other party the following notice or making a payment in lieu thereof of base salary only (unless otherwise required by local law):
- (a) During the first month of the Probationary Period (if applicable): no notice required;
 - (b) During the remainder of the Probationary Period (if applicable): seven (7) days; and
 - (c) After the expiry of the Probationary Period or if no Probationary Period: one (1) month.

Note: Employees who transfer or are promoted into a different position may be required to agree to a different notice period in connection with such transfer or promotion.

- 6.2 **Termination Without Notice:** Uber reserves the right to terminate this Agreement without notice in the event of any act of gross misconduct or serious breach of the terms of this

Agreement. Any delay by Uber in exercising such right of termination without notice shall not constitute a waiver thereof. The following is a non-exhaustive list of situations in which Uber may terminate this Agreement without notice where appropriate:

- (a) Serious misconduct, including violations of the Network Acceptable Use Policy, Data Access Policy, Information & Security Policy, the Business Conduct Guide, the Employee Handbook and any relevant local addenda, and other applicable policies;
- (b) The Employee fails to comply with Uber's Anti-Corruption Policy, the UK Bribery Act 2010, the U.S. Foreign Corrupt Practices Act or any equivalent local legislation;
- (c) The Employee is prevented by applicable law or regulation from performing any material part of his/her duties;
- (d) The Employee is expelled, suspended or subject to any serious disciplinary action by a relevant professional body or ceases to meet the requirements of any regulatory body or statutory authority as a result of which the Employee is no longer able to perform all or any of the duties under this Agreement;
- (e) The Employee ceases to be eligible to work in the work location; or
- (f) Any ground on which Uber would be entitled to terminate the Agreement without notice at common law and/or under statute.

6.3 **Garden Leave & Suspension:** Uber shall be entitled to place the Employee on garden leave, require the Employee to refrain from active duty and/or suspend the Employee (with or without pay) at any time, to the extent permitted by local law. This right also applies following notice of termination of employment by either party. Uber may require the Employee to take any accrued but untaken annual leave during the notice/garden leave period, to the extent permitted by local law.

6.4 **Post-Termination Obligations:** During the notice/garden leave period (if any) and after termination of employment, the Employee must cooperate with Uber and take any further

actions as Uber may reasonably require to finalise his/her duties and ensure a proper handover. Following notice of and/or upon termination of this Agreement, the Employee shall immediately return to Uber any materials, devices, properties, equipment, documents, keys, any documents containing Confidential Information (as defined below) and any other items belonging to Uber or leased/rented by Uber from third parties. The Employee shall not withhold any copies or reproductions of those items or deliver such items or reproductions to anyone else.

6.5 **Non-Disparagement:** Both during and after the Employee's employment with Uber, the Employee will not make or publish any comment or statement that is disparaging, derogatory or untrue about, or that is in Uber's reasonable opinion detrimental to or adverse to or which may bring into disrepute, Uber, any Group Company and/or any of their respective current and former directors, officers, employees, shareholders, contractors, workers, agents and affiliates, including their successors and assigns. This will not apply to the extent that such comment or statement: (i) is required by law or by any regulatory body, court, or tribunal of competent jurisdiction acting pursuant to law; (ii) is made solely to instruct legal advisers representing the Employee; or (iii) constitutes a voluntary reporting of suspected unlawful conduct to authorities of competent jurisdiction made pursuant to law.

6.6 **Repatriation:** If applicable and to the extent permitted by local law, Uber shall not be obliged to pay for any costs in connection with the repatriation of the Employee to his/her home country and the Employee expressly consents to bear any such costs.

7. **Intellectual & Industrial Property Rights**

7.1 All Intellectual and Industrial Property Rights (as defined below) created by the Employee (whether alone or together or with any other person or persons) during the course of his/her employment shall vest in and be the absolute property of Uber, and the Employee

agrees to assign and hereby assigns to Uber all present and future Intellectual and Industrial Property Rights created by the Employee during the course of his/her employment to Uber. The Employee shall promptly disclose to Uber or the applicable Group Company fully and completely any and all of the Works (as defined below).

7.2 Insofar as the rights specified hereinafter are not vested in Uber by operation of law on the grounds of the employment relationship between the parties, upon the request of Uber, the Employee shall assign and, insofar as possible, hereby assigns to Uber or the applicable Group Company in advance any Intellectual and/or Industrial Property Rights of whatever nature in or arising from ideas, concepts, methods, designs discoveries, inventions, improvements and/or developments (in whatever form and on whatever media) originated, developed, whether or not patentable, copyrightable or otherwise legally protectable, made or acquired by the Employee in the discharge of the Employee's duties for Uber or by use of any knowledge gained in the performance of the Employee's duties for Uber or the applicable Group Company (the "**Works**").

7.3 The Employee agrees to assist Uber or the applicable Group Company, or its designee, in every proper way to secure Uber's or the applicable Group Company's, or its or their designees', rights in the Works, and any copyrights, patents, trademarks, Moral Rights (as defined below), or other intellectual property rights relating thereto in any and all countries, including the disclosure to Uber or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which Uber or its designees shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to Uber or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to the Works, and any copyrights, patents, or other intellectual property rights relating thereto. The Employee further agrees that the Employee's obligation to execute

or cause to be executed any such instrument or papers shall continue during and at all times after the end of the Employee's employment.

7.4 The Employee agrees that if the Employee incorporates the Employee's inventions or other intellectual property into the Works ("**Employee IP Rights**"), to the extent permitted by local law, the Employee hereby grants to Uber a non-exclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Employee IP Rights and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual property laws without restriction of any kind, and agrees not to assert such Employee IP Rights against Uber.

7.5 The Employee shall execute such further instruments and take such further actions as Uber may request to obtain, defend, maintain or enforce its Intellectual and Industrial Property Rights in and ownership of the Works. In the event Uber is unable for any reason, after reasonable effort to secure the Employee's signature on any document needed in connection with the actions specified in this Clause, the Employee hereby irrevocably appoints Uber and its duly authorized officers and agents as the Employee's attorney in fact, to act for and on the Employee's behalf to execute, verify, and file any such documents and to do all other lawfully permitted acts to further the purposes of this Agreement with the same legal force and effect as if executed by the Employee. The Employee hereby waives any and all claims, of any nature whatsoever, that the Employee now or may hereafter have against Uber for infringement of any rights assigned hereunder to Uber.

7.6 The Employee hereby irrevocably relinquishes/waives for the benefit of Uber any existing and future Moral Rights as referred to in any applicable statute that may vest in the Employee in respect of the Works. The Employee voluntarily and unconditionally consents to all or any acts or omissions by Uber, or persons authorised by Uber, in relation to any

and all Works made by the Employee (whether before or after this consent is given) which would otherwise infringe the Employee's Moral Rights.

7.7 All documents, forms, papers, designs or other records (in whatever form and on whatever media) concerning the Works are acknowledged by the Employee to be the sole property of Uber and the Employee undertakes to deliver up all or any of the same to Uber either on demand or upon termination of this Agreement. The Employee shall do nothing (whether by act or omission) during the Employee's employment or at any time thereafter to affect or imperil the validity of any of the Works.

7.8 The Employee acknowledges that his/her compensation under this Agreement includes reasonable and sufficient compensation for the fact that the Intellectual and Industrial Property Rights in the Works will vest in Uber in accordance with this Clause.

7.9 For the avoidance of doubt, Uber is entitled at its discretion to assign any of the Intellectual and Industrial Property Rights belonging to it to any Group Company or any other designee.

7.10 For the purpose of this Clause:

(a) **"Intellectual and Industrial Property Rights"** means any and all intellectual and industrial property rights in, whether registrable or not, including without limitation any material, creation, work, patent, design, plant variety, database, semiconductor topography, mask work, trade or service mark, trade, business or brand name, get-up, logo, domain name or URL, process, formula, prototype, plan, model, discovery, theory (scientific or otherwise), business or mathematical scheme, rule or method, technique, development, improvement, know-how, show-how, computer programs, source codes, data, result, customer, client or supplier list, contractual arrangement, market opportunity, plan or intention, trade secret, forecast, analysis, evaluation,

research methodology, or technical or business information, in each case whether or not susceptible to copyright protection; and

(b) “**Moral Rights**” mean the rights of an author to protect the integrity and ownership of his/her/its work and any similar or like rights anywhere around the world.

7.11 The Employee's rights and obligations under this Clause will continue in full force after termination of this Agreement will be binding on the Employee's representative(s).

8. Confidential Information

8.1 The Employee agrees to, both during Employee's employment with Uber or any Group Company and after the termination of this Agreement for whatever reason, refrain from using, publishing and/or disclosing in any manner to whomsoever (including to other employees of the Uber Group, unless such employees must be informed in connection with their work for Uber or any Group Company and in such event only upon the express written authorisation of Uber or the applicable Group Company) or negligently causing any unauthorized use, publishing or disclosure of any information of a proprietary or confidential nature concerning the business of Uber or any Group Company, which has become known to the Employee as a result of the employment under this Agreement and which information the Employee knew or should have known to be of a proprietary or confidential nature, provided however that such information shall not include any information that is publicly available or becomes publicly available (unless such public availability is a result of the Employee's breach of the Employee's obligations pursuant to this Agreement) or that is lawfully disclosed by the Employee to a third party as a consequence of the Employee's proper performance of the Employee's duties and responsibilities under this Agreement (“**Confidential Information**”).

8.2 All information on or pertinent to the Uber Group including, without limitation, the following issues, as well as those issues themselves, shall be deemed to be Confidential

Information: business, technology, products, inventions, know-how, trade secrets, laboratory notebooks, mask works, (engineering) designs and drawings, price lists, pricing methodologies, pricing policies, licenses, contract information, financial information and forecasts, historical financial data, budgets, customers, customer sales, customer proposals, sale forecasts, methods of operation, vendors, suppliers & contractors & partners (and their terms of business), properties, purchasers, any proposals relating to the acquisition or disposal of any company owned or business operated by Uber or any Group Company, any proposals relating to the expansion or contracting of activities (business, research & development, construction, technical, sales and production), plans & processes, apparatus, designs, compositions, formula, developments, research, techniques, improvements, procedures, specifications, ideas, computer hardware, computer software, methods of accounting, manners of doing business, marketing plans, any personal data (including, but not limited to, personally identifiable information or protected health information), personnel and employment matters (including details of employees and directors, the level of remuneration and benefits paid to them), as acquired, developed, amended, used, generated and/or utilised by or on behalf of Uber or its Group Company.

8.3 Confidential Information shall also include any information or physical matter entrusted by third parties to Uber and/or any Group Company in confidence.

8.4 The Employee's rights and obligations under this Clause will continue in full force after termination of this Agreement and will be binding on the Employee's representative(s).

9. Personal Data

9.1 The Employee acknowledges that Uber will collect or receive personal information from or about the Employee in connection with his/her employment relationship with Uber. Subject to applicable law, Uber will handle such information in the manner described in

Uber's Employee Privacy Statement, as Uber may update from time to time. The Employee acknowledges and agrees to Uber's practices as described in the Employee Privacy Statement.

- 9.2 The Employee acknowledges that Uber may share his/her personal information with and/or transfer such information to Uber's offices or personnel or to third parties located outside the country in which the Employee is based, including the United States, and the Employee consents to such sharing and/or transfer. The privacy protections provided by the laws of such countries may be different, and in some cases more or less restrictive, from those provided by the laws of the country in which the Employee is based.

10. General

- 10.1 This Agreement constitutes the entire agreement and understanding of the parties regarding its subject matter and supersedes any previous offer letters, letters of appointment, employment agreements or service arrangements, whether written, oral or implied, relating to the employment of the Employee by Uber. Without prejudice to this, in the event of any conflict between the terms of this Agreement and any other document purporting to relate to the employment of the Employee, the terms of this Agreement will prevail. For the avoidance of doubt, this Agreement does not supersede any restrictive covenants agreement that the Employee may enter with Uber or any Group Company.
- 10.2 Uber may amend or withdraw any of the terms and benefits set out in this Agreement, in its sole discretion to the extent permitted by local law. Reference to the "Agreement" will mean the Agreement as modified and/or extended/renewed by Uber from time to time.
- 10.3 A person who is not party to this Agreement or a Group Company shall have no right to enforce any term of this Agreement, to the extent permitted by local law.

10.4 This Agreement, and any notice required or permitted to be given pursuant to or in connection with it, may be executed by electronic/digital signature to the extent permitted by local law.

10.5 For the purposes of this Agreement, "**Group Company**" means Uber Technologies Inc., and, from time-to-time, any and all of its subsidiaries, affiliates (the "**Uber Group**") and associated companies; a body corporate is an associated company if any member of the Uber Group has any interest in such body corporate (including, without limitation, in any class of its shares, distribution of its profits, allocation of its assets upon dissolution, security on its assets or voting rights of such body corporate).

11. Governing Law & Jurisdiction

11.1 This Agreement shall be construed in accordance with and governed by the laws of India.

11.2 Each party irrevocably agrees to submit to the non-exclusive jurisdiction of the courts of the city in which the Employee principally performs his/her duties under this Agreement over any claim or matter arising under or in connection with this Agreement.

ACCEPTED AND AGREED:

Signed:

Uber India Systems Private Limited

Vishwanth Barma

Saju George

Vishwanth Barma

Saju George

Director, People Partners APAC

Date: November 21, 2024

Date: November 21, 2024



007 Madhu Purnima <madhupurnimag@gmail.com>

Offer Letter | G Madhu Purnima

3 messages

L&D Team <training@cloud4c.com>

Fri, 6 Oct 2023 at 4:58 PM

Reply to: L&D Team <training@cloud4c.com>

To: madhupurnimag@gmail.com <madhupurnimag@gmail.com>

Cc: Surabhie G <surabhie.g@ctrls.in>

Dear **G Madhu Purnima**,

Congratulations!!!

We are pleased to offer you the position of "**Associate Engineer**" at **CtrlS Datacenters Limited**.

Your joining date will be confirmed based on your academic schedule and availability.

Kindly Note & Confirm on the below Point: -

I authorize for the background verification by company or third party to be made on the information contained/submitted with this application, Former employers, officials of education institutes and other required information named on this application are authorized to give information about me and I release them from all liability for issuing such information.

If later, the information furnished by you, is found to be incorrect or not true, you will be liable for such action as may be deemed fit by the Company.

Please confirm on the acceptance of the Offer by return mail before **12th October 2023**.

Also, attached is the Service Level Agreement and Employment Agreement. Request you to fill and share the same.

Look forward for your response.

Regards,

Learning and Development Team

CtrlS-Cloud4C

Service Agreement cum Bond CtrlS.pdf, G Madhu Purnima Employment Agreement.pdf, G Madhu Purnima.pdf

007 Madhu Purnima <madhupurnimag@gmail.com>

Fri, 6 Oct 2023 at 5:04 PM

To: RISHI TEJ <rishitej0909@gmail.com>

[Quoted text hidden]

Service Agreement cum Bond CtrlS.pdf, G Madhu Purnima Employment Agreement.pdf, G Madhu Purnima.pdf

007 Madhu Purnima <madhupurnimag@gmail.com>

Thu, 12 Oct 2023 at 6:51 PM

To: L&D Team <training@cloud4c.com>, placements@cbit.ac.in <placements@cbit.ac.in>

Subject: Acceptance of Offer Letter

Dear sir,

I am writing to formally accept the offer letter for the Associate Engineer position at CtrlS Cloud4C. I am excited

June 17, 2024

Mr. Dheeraj Venu Kasani
Hyderabad
Email: dheerajvenuk@gmail.com
Mobile: +91- 8978410325
Subject: Offer of Employment

Dear Mr. Dheeraj Venu Kasani ,

On behalf of BizAcuity Solutions Pvt. Ltd. (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer** 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 1, 2024**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining us. Your annual gross compensation is **Rs. 7,00,000/-**, and will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached **Annexure A**. The performance bonus will be awarded every six months based on the performance and contributions.

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 1, 2024**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

BizAcuity is committed to providing a safe and productive working environment. Therefore, as a part of the policy the Company will carry out a background check on your profile and may appoint a professional background check company for this purpose. You will have to provide required information as needed which includes verification of such things as prior employment, educational background, criminal conviction and civil judgment histories.

As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the above mentioned address within three days of receipt of this letter, after which period this offer shall lapse automatically.

We look forward to you joining our team. If you wish to discuss any details of this offer, please feel free to contact us.

Due to the nature of the Company's business, you should expect that you might be required to work extended hours and/or weekends based on the needs of the project on which you may be staffed. While we try to accommodate personal situations, work assignments to such projects are based on the needs of the client.

Sincerely,

For BizAcuity Solutions Pvt. Ltd.



Authorized Signatory

BizAcuity Solutions Pvt. Ltd. H. No. 1-98/G/& (P)&8(P). No. 101, Hitech Pearl, Shilpi Valley, Madhapur, Hyderabad – 500 081, INDIA. Ph. No. +91 40 43111808 e-mail: info@bizacuity.com
www.bizacuity.com. CIN U72200TG2011PTC074277

Employment Offer

Dear Venkata Viswas Reddy Mettupalle Chinnaiahgari,

2nd January 2024

We were very excited to meet and get to know you over the last several days. We were impressed with your background and would like to formally offer you the position of **Associate Software Engineer** at our Hyderabad location.


This is a full-time position. We will be offering you an annual gross pay (CTC) of Rupees 10,00,000. This includes Basic, Allowances, Variable Pay, Statutory contributions, and other benefits governed by company policies, subject to Income Tax regulations in force from time to time.

Your expected start date is June 01, 2024. Subject to clearances of your background and reference checks, we will issue a detailed appointment order, outlining the terms and conditions when you join the organization.

We would like to have your signed response by January 03, 2024. In the meantime, please feel free to contact me via email, should you have any questions.

We are all looking forward to having you on our team.

For Khumbu Informatica Systems Pvt Ltd.


Team HR



I accept the offer and shall report for duty on or before 01-June-2024 (01/06/2024)


Signature of the Candidate

Venkata Viswas Reddy Mettupalle Chinnaiahgari

+91 6301071571

viswasmc238@gmail.com



Employment Offer

2nd January 2024

Dear Abhinav Sai,

We were very excited to meet and get to know you over the last several days. We were impressed with your background and would like to formally offer you the position of **Associate Software Engineer** at our Hyderabad location.

This is a full-time position. We will be offering you an annual gross pay (CTC) of Rupees 8,00,000. This includes Basic, Allowances, Variable Pay, Statutory contributions, and other benefits governed by company policies, subject to Income Tax regulations in force from time to time.

Your expected start date is June 01, 2024. Subject to clearances of your background and reference checks, we will issue a detailed appointment order, outlining the terms and conditions when you join the organization.

We would like to have your signed response by January 03, 2024. In the meantime, please feel free to contact me via email, should you have any questions.

We are all looking forward to having you on our team.

For Khumbu Information Systems Pvt Ltd.



Team HR



I accept the offer and shall report for duty on or before _____

Signature of the Candidate

Abhinav Sai

+91 8328116857

abhinavsai491@gmail.com

Dear Adithya Gururaj,

Subject: Completion of Probationary Period

We are pleased to inform you that you have successfully completed the probationary period for the position of **Data Analyst at Huemn Interactive Private Limited.**

Throughout the probationary period, we have observed your dedication, commitment, and proficiency in your role. Your efforts have contributed positively to our team and have aligned well with the expectations we have for this position.

As of 08-11-2024, your employment status will transition from probationary to regular employment. This change in status reflects our confidence in your abilities and our expectation that you will continue to excel in your role.

We would like to take this opportunity to express our appreciation for your hard work and dedication during the probationary period. We look forward to your continued contributions to Huemn Interactive Private Limited.

Yours Sincerely,
For & on behalf of Huemn Interactive Private Limited

With regards,



Chanakya Kambampati
HR
Huemn Interactive Pvt. Ltd.





Qualcomm India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:

Unit No. 201, 2nd Floor, Tolstoy House

15, Tolstoy Marg, New Delhi -110001,

Tel:+91-11-43083550, Fax: +91-11-43083550

June 6, 2024

Kolli Krishna Rishi

Hyderabad, India

Dear Kolli,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Cyber Security Engineer, Associate, reporting to Durga Prasad Adusumalli, Director, Cyber Security, with a start date to be determined.

Without prejudice to and subject to the terms of this offer letter, a period of 12 months from your start date of employment with Qualcomm will be considered apprenticeship under the Apprentices Act, 1961.

Your monthly salary will be an amount of INR 69,000.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹100,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

Each employee may also be eligible for certain discretionary annual benefits including performance bonus awards and restricted stock units (RSUs) grants subject to relevant criteria and factors including corporate performance, your team's and your performance. You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of RSUs. Your discretionary annual bonus target is 5.5% of your base salary which may vary 0-150% based upon your individual contributions and an additional 0-200% based upon corporate financial performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur. Further, the AR process is discretionary and subject to change from time to time at the company's discretion.

Benefits Program



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. Anam Fathima
17-3-3/1/6/A/1 , Azmathnagar, Yakutpura,
Hyderabad, 500023
India

Subject: Offer of Employment

Dear Anam Fathima:

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.

Anam Fathima, 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 Madhani
2B8F65B8ECE5489...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Anam Fathima**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 07:39:45 -07:00

Annexure A

Ms. Anam Fathima

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/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}*Communication Expenses*

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Rs./₹3,000/- per month

^{1b}*Fuel Expenses*

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current prerequisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Anam Fathima

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

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For **Deloitte Consulting India Private Limited**

Pooja Madnani

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Pooja Madnani

Talent

Authorized Signatory

Effective as of **July 15, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Anam Fathima

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 07:39:45 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

Signature	Date	
-----------	------	--

Anam Fathima

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:

 2B8F65B8ECE5489...

Pooja Madnani
Talent

Its: <i>Authorized Signatory</i>	<u>Jun 12, 2024</u> Date
----------------------------------	-----------------------------



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 07:39:46 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

X

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Anam Fathima

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

X No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2B8F65B8ECE5489...

Pooja Madnani

Talent

Its: Authorized Signatory

Jun 12, 2024

Date

I have read and understood the above policy terms.

Anam Fathima

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2024.06.12 07:39:46 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.

- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer’s telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer’s policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)’s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer’s Intranet site i.e.

<https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 15, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Anam Fathima

Signature

Name



Jun 12, 2024

Ms. Anam Fathima

17-3-3/1/6/A/1 , Azmathnagar, Yakutpura,

Hyderabad, 500023

India

Training Agreement

Dear Anam Fathima:

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 Madnani

2B8F65B8ECE5489...

By:

Signature

Authorized Signatory



Qualcomm India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:

Unit No. 201, 2nd Floor, Tolstoy House

15, Tolstoy Marg, New Delhi -110001,

Tel:+91-11-43083550, Fax: +91-11-43083550

June 6, 2024

Anita Chennuru
Hyderabad, India

Dear Anita,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Cyber Security Engineer, Associate, reporting to Durga Prasad Adusumalli, Director, Cyber Security, with a start date to be determined.

Without prejudice to and subject to the terms of this offer letter, a period of 12 months from your start date of employment with Qualcomm will be considered apprenticeship under the Apprentices Act, 1961.

Your monthly salary will be an amount of INR 69,000.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹100,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of Restricted Stock Units (RSUs). Your discretionary annual bonus target is 5.5% of your base salary. The Company applies two multipliers to our annual bonus payouts. An individual contributions multiplier which may vary 0-150% based upon your performance and a corporate financial performance multiplier which may vary 0-200% based upon Company performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur.

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 rupces only) as stipend per month.

Post-completion of Training:

Name	K Sri Sathvik Koundinya
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	

OFFER LETTER

July 09th, 2024

Kashetty Tejashwini
D/O: Santhosh
HNO: 2-23/1, Gundaram
Tadwai, Nizamabad
Telangana - 503110

Dear **Kashetty Tejashwini**,

Congratulations! We are impressed with your performance in the internship Program and are pleased to offer Full-time employment with **People Tech Technology Private Limited** as a **Junior Software Engineer**. Your date of conversion from Intern to full-time will be **1st July 2024** and you will be paid a commencing salary of **INR.3,20,000 CTC per Annum**.

This offer is valid for 2 days from the date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing a copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.
3. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
4. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve **notice period of 90 days**, failure to give you the requisite notice three months' salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client-facing assignment.

People Tech Technology Private Limited

RMZ Futura Block B, Plot No 14 and 15, Phase 2, HITEC City, Hyderabad – 500081, Telangana.



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: 4819351

Letter of Intent ("LOI")

June 14, 2024

Dear N Anjali,

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

16th April 2024

Dear Peddi Sai Lohith,

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



June 19, 2024

To,

Koppu Eshwar

H.No 1-40 , Kondapuram , Chandur Mandal , Nalgonda District, Pincode: 508244

Dear Eshwar,

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.

Thrisha Kakarla
Hyderabad, Telangana.

Dear Thrisha Kakarla ,

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.

Date: September 12, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Nivas Reddy Velmula

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Nivas Reddy Velmula,

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.

Date: 22/05/2024

OFFER LETTER

Dear Ms. Chandirka Mekala,

We welcome you to "M/s. Nextenti Tech Pvt Ltd"

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as "Software Engineer" - at M/s. Nextenti Tech Pvt Ltd". You are requested to report at the Office of M/s. Nextenti Tech Pvt Ltd, Third floor, TRENDZ TRINITY, H.No. 1-89/A/18, Plot No - 18, Sy Nos 31-36, Madhapur, Hyderabad - 500081.

The terms and conditions of your service will be detailed in your appointment letter which will be issued at time of joining. Terms and conditions are subject to change from time to time by the Firm.

Please submit the following to the HR Department

1. Copy of Identification and addressproof : Adhar card/voter card/Passport/ others
2. Copy Educational Qualification along with Mark Sheets.
3. Schooling Certificates in support of your age.
4. Your relieving letter from present/previous employer.
5. Service /Experience Certificate(s), if any.
6. 5Nos of color Passport Size latest photographs.
7. Bank Account details

Your offer has been made, based on the information furnished by you.

For our information and regards, please acknowledge (sign and return) the duplicate copy of this letter, as token of your acceptance of the above.

For " M/S NEXTENTI TECH PVT LTD ".



HR Manager



CAMPYELLOW PRIVATE LIMITED

11(407/52) 28th C Cross 11th main road Jayanagar 4th block, Jayanagar, Bangalore, Karnataka, India, 560011

Date of Execution: 17th May, 2024

Effective Date: 27th May, 2024

EMPLOYMENT AGREEMENT

Sai Pravallika Gumma

Email: design.with.pro@gmail.com

Dear Sai Pravallika Gumma,

We are pleased to offer you the position of UX Designer with **Campyellow Private Limited (Wuri)** funded by Y Combinator Batch 2024, a private limited company incorporated under the Companies Act, 2013 (the “Company”) having its registered office at: No. 11(407/52) 28th C Cross 11th main road Jayanagar 4th block, Bangalore - 560011, India on the terms described below.

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

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 **Ten Lakhs Only (Rs. 10,00,000)**. The salary break-up is attached herewith as **Attachment A**. 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.



Date: 10/06/2024

OFFER LETTER

Dear Ms.K .Manasvi,

We welcome you to “M/s. **Nextenti Tech Pvt Ltd**”

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as “**Software Engineer**” - at M/s. Nextenti Tech Pvt Ltd”. You are requested to report at the Office of **M/s. Nextenti Tech Pvt Ltd, Third floor, TRENDZ TRINITY, H.No. 1-89/A/18, Plot No - 18, Sy Nos 31-36, Madhapur, Hyderabad - 500081.**

The terms and conditions of your service will be detailed in your appointment letter which will be issued at time of joining. Terms and conditions are subject to change from time to time by the Firm.

Please submit the following to the HR Department

1. Copy of Identification and addressproof: Adhar card/voter card/Passport/ others
2. Copy Educational Qualification along with Mark Sheets.
3. Schooling Certificates in support of your age.
4. Your relieving letter from present/previous employer.
5. Service /Experience Certificate(s), if any.
6. 5Nos of color Passport Size latest photographs.
7. Bank Accoount details

Your offer has been made, based on the information furnished by you.

For our information and regards, please acknowledge (sign and return) the duplicate copy of this letter, as token of your acceptance of the above.

For “ M/S NEXTENTI TECH PVT LTD ”.

HR Manager

Date: 6th October 2023

Dear Bukka Vybhavi,

Letter of Intent

Congratulations!

We Incture Technologies Pvt Ltd are pleased to inform you that you have successfully completed selection process conducted by Incture Technologies Pvt Ltd. This letter is to confirm that we intend to offer you as **Associate Software Engineer - Trainee** on the following terms and conditions

For Academic Interns:

Internship Period: January 2024 to June 2024

Dates of Onboarding into the organization, depending on your exam results: July 2024 to September 2024

Designation: Associate Software Engineer - Trainee

Duration of Trainee period: 2 months from the date of joining

Stipend: INR 20,000/- per month during trainee period

Conversion to Full Time Employee (FTE): After successful completion of 2 months of training

For Non-Interns/Industrial Interns:

Dates of Onboarding into the organization, depending on your exam results: July 2024 to September 2024

Designation: Trainee

Duration of Trainee period: 4-6 months from date of joining

Stipend: INR 20,000/- per month during trainee period

Conversion to Full Time Employee (FTE): After successful completion of 4-6 months of training

Total Rewards for FTE: INR 800,000/-

Fixed CTC: INR 550,000/- per annum

Performance Pay: INR 125,000/- payable end of two years from date of joining.

Eklavya Bonus: INR 125,000/- payable end of three years from date of joining.

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you prior to your date of joining the company. Please note the above terms and conditions are subject to change at company's discretion, without any prior intimation.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfilment of the academic eligibility criteria shared with your college placement officer. We request you to confirm your joining as Academic Intern or Non-Interns/Industrial Interns before November 2023.

Here's wishing you a successful career with Incture Technologies Pvt Ltd. We look forward to welcoming you on board.

For Incture Technologies (P) Ltd.



Nrusingh Prasad Bala Samanta
Associate Director – Talent Acquisition



Offer: Computer Consultancy
Ref: TCSL/CT20244390343/Hyderabad
Date: 15/07/2024

Mr. Vivek Gopari
11-2-233Kurma Colony,
Kanteshwar,
Nizamabad-503002,
Telangana.
Tel# -

Dear Vivek Gopari,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20244390343

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



5. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of **₹4,300/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be **₹3,100/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

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TCSL/CT20244390343

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Probation Period

You will be on probation for three months. If your services are found to be satisfactory



during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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



10. Overseas International Assignment Agreement

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

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

11. Terms and Conditions

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

12. TATA Code of Conduct

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

13. Notice Period

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

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

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



14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

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

16. Employment of Non Indian Citizens

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

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. Submission of Documents

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



documents)

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

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

The original documents will be returned to you after verification.

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

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

19. TCS Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our



offices, as identified, for such period as TCSL may decide.

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

20. Letter of Appointment

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

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

22. Compliance to all clauses

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

23. Data Privacy Clause:

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

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



specific organizational initiatives in force during your tenure in TCS.

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

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

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

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

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



GROSS SALARY SHEET

Annexure 1

Name	Vivek Gopari
Designation	Systems Engineer
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022

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

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



PEGASYSTEMS WORLDWIDE INDIA PRIVATE LIMITED

Registered Office: Building No.12A, 13th Office Level,
Mindspace Cyberabad, Madhapur, Hyderabad -500081
CIN No. U72200TG2007FTC055018

TERMS OF EMPLOYMENT

This Terms of Employment ("the Terms") is made as on the date of countersignature by and between

Pegasystems Worldwide India Private Limited, a company incorporated under the laws of India, having its registered office at Building 12A, 13th Office Level, Mindspace Cyberabad, Madhapur, Hyderabad – 500081, hereinafter referred to as "the Employer" or "the Company" or "Pegasystems".

and

Nithya Sai Mandapaka, residing at **6-1-12/204, Thakur Residency, Opp. Railway Officers Colony, Padmarao Nagar, Secunderabad -500025**,

hereinafter referred to as "the Employee".

Where the context requires so, "we", "us" and "ours" shall refer to the Employer and "you" and "your" shall refer to the Employee.

The Employer and Employee shall be referred to individually as "Party" and collectively as "Parties".

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company.

NOW, THEREFORE, in consideration of the employment of the Employee and for such other good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, the Company and Employee agree as follows:

1. COMMENCEMENT OF EMPLOYMENT

Your employment under these Terms shall commence on **22nd July'2024** ("Commencement Date").