

**CHAITANYA BHARATHI
INSTITUTE OF TECHNOLOGY**
An Autonomous Institute | Affiliated to Osmania University
Kokapet Village, Gandipet Mandal, Hyderabad, Telangana-500075, www.cbit.ac.in



COMMITTED TO
RESEARCH,
INNOVATION AND
EDUCATION

46
years

**DEPARTMENT OF INFORMATION TECHNOLOGY
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Kaliganga.

M. V. Gopal
Department of IT
CBIT, Hyderabad

Date: 03/01/2024

Ref: TMEIC/2023/ GET/87

Ms. Bolla Akshita

**Flat no:10110,Indu Fortune Fields Gardania, KPHB,
Hyderabad, Telangana, India - 500072**

Subject: **Offer for Training with the Organization.**

Dear Ms. Bolla Akshita

This has reference to the interaction that you had with us on 28th December'2023.

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as **"Graduate Engineer Trainee"** in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

The details of your Compensation and Benefits are mentioned in **Annexure-A**. The terms and conditions that will govern your training are mentioned in **Annexure-B**.

This offer automatically stands terminated at the end of the period of one year unless you are informed otherwise about further extension of training in writing by the management.

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

In case of further clarifications, please feel free to contact Mr. Karthik Rao Joginipelly on mobile: 9885337177 or email: karthikrao.joginipelly@tmeic.in.

We welcome you to **TMEIC India** and look forward to a mutually beneficial association.

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

We welcome you to TMEIC India and look forward to a long and mutually beneficial association.

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Ms. Bolla Akshita
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediciam Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370

C) Variable Pay		0
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Total CTC (A+B+C)		400000
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Other Flexi Allowances

Other Flexi Allowances can be claimed under the following heads and limits.
(House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).

Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount

***Leave Travel Allowance:** Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.

****Car Cost Reimbursement:** Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.

Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review

Insurance Benefits

Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower

Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher

Group Mediciam Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.



Oracle India Private Limited
India Development Center
Oracle Technology Park
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Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237877

01 May 2024

Harini Kalwa

Dear Harini,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Nagaraju Somaroutu (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**





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. Gottumukkala Krishna Prasanna
SN-71/A, H.No.32-72, Sainik Nagar, RK Puram, Rythu Bazar, Ramakrishnapuram, Malkajgiri, Medchal,
Malkajgiri, 500056
India

Subject: Offer of Employment

Dear Gottumukkala Krishna Prasanna:

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.

16th April 2024

Dear Sirikonda Manasa,

Congratulations!!!

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

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

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

Joining Checklist:

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

1. Educational Qualification

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

2. Work Experience (only if applicable)

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

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

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

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

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

Corporate Office:

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

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

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

Notes:

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

Corporate Office:

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

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



Personal & Confidential

Date: 05-06-2024

Sub: Offer Letter

Dear Niveditha Manne,

With reference to the discussion, you had with us, we are pleased to offer you employment as an **SDE-1(Software Development Engineer-1)**. This offer is contingent on the satisfactory completion of a background check. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per Income Tax norms.

To help Kitaab Technologies Private Limited meet its accelerated growth plan, we would appreciate your joining us not later than **10.06.2024**

You are requested to submit the following documents/certificates at the time of joining.

1. One set photocopies of all academic & Employment certificates
2. Copy of your passport
3. Passport Size photographs
4. Copy of your PAN

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. These Terms and Conditions of your offers mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to Kitaab Technologies Private Limited and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact sricharanseenivasan@kitaab.biz

Yours faithfully,

For Kitaab Technologies Private Limited

Authorized Signatory.

Acceptance

I hereby accept the position and terms and conditions of employment offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on **10-06-2024**

Signature: Niveditha.M

Email:nivedithamanne23@gmail.com

KITAAB TECHNOLOGIES PRIVATE LIMITED

Terms and Conditions

1. Date of Appointment

Your appointment will be effective from your Date of Joining.

2. Place of work

Hyderabad. You should be prepared to work anywhere in India or overseas, if the company so directs you on account of emergencies of work. You would also be required to provide your services to the Company's subsidiaries or associates, if required.

3. Responsibility

You will be responsible for Software Development and Support activities and accountable for the other related assignments given to you by your reporting authority.

4. Transfer

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment or branch of the company. In such case, you will be governed by the terms and conditions of service applicable to the new assignments.

5. Deputation

You should be agreeable to work on deputation (if required) at any location on the terms and conditions approved. Failure to honor the above will amount to indiscipline.

6. Shifts

You could be required to attend in shift as per the requirement of the company.

7. Probation

You will be on probation for 6 months from the date of joining.

8. Salary Information Confidentiality

Your salary information is confidential. We appreciate your cooperation in keeping it confidential. In case if the company finds that such information is not kept confidential, company may take any action which is deemed fit.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from your reporting.

10. Leave

KITAAB TECHNOLOGIES PRIVATE LIMITED
SALARY BREAKUP SHEET

BREAK UP OF THE SALARY		Monthly	Yearly
Fixed	Basic Salary	Rs. 16,667	Rs. 2,00,000
	Dearness Allowance (DA)	Rs. 4,167	Rs. 50,000
	House Rental Allowance (HRA)	Rs. 8,333	Rs. 1,00,000
A	Gross	Rs. 29,167	Rs. 3,50,000
Allowances	Medical Allowance	Rs. 1,250	Rs. 15,000
	Conveyance Allowance	Rs. 1,600	Rs. 19,200
	Education Allowance	Rs. 400	Rs. 4,800
	Special Allowance	Rs. 7,250	Rs. 87,000
	Other Allowance	Rs. -	Rs. -
B	Reimbursements	Rs. 10,500	Rs. 1,26,000
C = A+B	Monthly Gross	Rs. 39,667	Rs. 4,76,000
company Contribution	P.F.	Rs. 1,800	Rs. 21,600
	Insurance	Rs. 200	Rs. 2,400
	Refundable Contribution	Rs. -	Rs. -
	Performance incentive	Rs. -	Rs. -
D	Liabilities	Rs. 2,000	Rs. 24,000
E = C+D	CTC	Rs. 41,667	Rs. 5,00,000
Deductions	P.F.	Rs. 1,800	Rs. 21,600
	E.S.I.	Rs. -	Rs. -
	Professional Tax	Rs. 200	Rs. 2,400
	Income Tax	Rs. -	Rs. -
F	Deductions	Rs. 2,000	Rs. 24,000
G = C-F	NET TAKE	Rs. 37,667	Rs. 4,52,000

Note: TDS applicable as per income tax act



Personal & Confidential

Date: 05-06-2024

Sub: Offer Letter

Dear Niveditha Manne,

With reference to the discussion, you had with us, we are pleased to offer you employment as an **SDE-1(Software Development Engineer-1)**. This offer is contingent on the satisfactory completion of a background check. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per Income Tax norms.

To help Kitaab Technologies Private Limited meet its accelerated growth plan, we would appreciate your joining us not later than **10.06.2024**

You are requested to submit the following documents/certificates at the time of joining.

1. One set photocopies of all academic & Employment certificates
2. Copy of your passport
3. Passport Size photographs
4. Copy of your PAN

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. These Terms and Conditions of your offers mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to Kitaab Technologies Private Limited and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact sricharanseenivasan@kitaab.biz

Yours faithfully,

For Kitaab Technologies Private Limited

Authorized Signatory.

Acceptance

I hereby accept the position and terms and conditions of employment offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on **10-06-2024**

Signature: Niveditha.M

Email:nivedithamanne23@gmail.com

KITAAB TECHNOLOGIES PRIVATE LIMITED

Terms and Conditions

1. Date of Appointment

Your appointment will be effective from your Date of Joining.

2. Place of work

Hyderabad. You should be prepared to work anywhere in India or overseas, if the company so directs you on account of emergencies of work. You would also be required to provide your services to the Company's subsidiaries or associates, if required.

3. Responsibility

You will be responsible for Software Development and Support activities and accountable for the other related assignments given to you by your reporting authority.

4. Transfer

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment or branch of the company. In such case, you will be governed by the terms and conditions of service applicable to the new assignments.

5. Deputation

You should be agreeable to work on deputation (if required) at any location on the terms and conditions approved. Failure to honor the above will amount to indiscipline.

6. Shifts

You could be required to attend in shift as per the requirement of the company.

7. Probation

You will be on probation for 6 months from the date of joining.

8. Salary Information Confidentiality

Your salary information is confidential. We appreciate your cooperation in keeping it confidential. In case if the company finds that such information is not kept confidential, company may take any action which is deemed fit.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from your reporting.

10. Leave

KITAAB TECHNOLOGIES PRIVATE LIMITED

You will be governed by Kitaab Technologies Private Limited's leave policy that will be in force from time to time.

11. Discipline

You will be governed by the company's rules and regulations that will be enforced at the time of your appointment and also that may be promulgated from time to time.

12. Dress Code

Flexible, mostly business casual. However, if your assignment requires you to work at a client location, you will be governed by the applicable policies of the client.

13. Past Record

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information- in such case, you will be liable to removal from service without any notice.

14. Employee's Confidentiality and Inventors Assignment Agreement

You will have to review and execute the employee's Confidentiality and Inventors Assignment Agreement as stipulated by the company at the time of joining duty.

15. Notice Period

This contract of employment is terminable by Employee by giving Two Month (60 days) written notice and terminable by the Company by giving One Month's (30 days) written notice on confirmation. During the Probation period this contract of employment is terminable by the Company by giving 15 days' notice.

16. Voluntary Abandonment

Should you not report to duty for more than 5 consecutive days without prior sanction of leave from your superior, it is constructed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

17. On Separation

On termination of this contract, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, affects or records etc., belonging to the company or relating to its business and shall not make or retain any copies of these items. The above terms and conditions are subject to company policy.

18. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

19. Contact Information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during your appointment.

20. Governing Law and Resolving of Dispute

The Agreement shall be governed by the laws of the state of Andhra Pradesh, Visakhapatnam, India. In case of any non-resolvable differences arising at any time between the Parties hereto as to the interpretation or effect of this Agreement or

any clause or matter herein contained or otherwise howsoever in relation to the Agreement, the same shall in the first instance be referred to arbitration by either a sole arbitrator, if the Parties can agree on a sole arbitrator or an arbitral tribunal consisting of three arbitrators, one each nominated by the Parties and the third chosen by the two appointed arbitrators. The arbitration shall be governed by the Indian Arbitration and Conciliation Act, 1996 and the seat of arbitration shall be Andhra Pradesh Visakhapatnam, India. Any arbitration award shall be final and binding and shall be paid by the party which does not principally prevail in the arbitration.

21. Minimum Commitment Period

The employee agrees to remain in continuous employment with the Company or its subsidiaries for at least 12 months. If the employee resigns before completing 12 months, they will be required to pay the Company 2 months of their last drawn salary without any changes to their notice period.

22. Training Period and CTC during Training Period

The first month (30 days) of employment will be considered a training period, during which the gross salary will be Rs. 20,000 per month. Upon completion of the training period, an assessment will be conducted. If the assessment is successfully passed, the agreed-upon CTC (Cost to Company) will be implemented.

The company reserves the right to terminate the employment contract in case of unsatisfactory performance during the training period.

23. Payday

The employee will receive the salary on or before the 7th of each month.

KITAAB TECHNOLOGIES PRIVATE LIMITED
SALARY BREAKUP SHEET

BREAK UP OF THE SALARY		Monthly	Yearly
Fixed	Basic Salary	Rs. 16,667	Rs. 2,00,000
	Dearness Allowance (DA)	Rs. 4,167	Rs. 50,000
	House Rental Allowance (HRA)	Rs. 8,333	Rs. 1,00,000
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	Conveyance Allowance	Rs. 1,600	Rs. 19,200
	Education Allowance	Rs. 400	Rs. 4,800
	Special Allowance	Rs. 7,250	Rs. 87,000
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C = A+B	Monthly Gross	Rs. 39,667	Rs. 4,76,000
company Contribution	P.F.	Rs. 1,800	Rs. 21,600
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	E.S.I.	Rs. -	Rs. -
	Professional Tax	Rs. 200	Rs. 2,400
	Income Tax	Rs. -	Rs. -
F	Deductions	Rs. 2,000	Rs. 24,000
G = C-F	NET TAKE	Rs. 37,667	Rs. 4,52,000

Note: TDS applicable as per income tax act



Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

7 May 2024

Jitta Poojitha Reddy
Plot no.21, pushpa Nilayam
Kapra,
Hyderabad
500062

Dear Jitta,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65,
Kharadi, Pune – 411014
CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/ Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head - HR Operations and Payroll
7 May 2024

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 90386074

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

June 26, 2024

To,

Rishika Konda

38-24 Beside Union Bank Of India, Vallab Nagar ,Wanaparthy 509103

Dear Rishika,

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 15, 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.

v. STATUTORY BENEFITS

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of employment and, if applicable, subsequent employment after completion of continuous service of at least four (4) years and 182 days with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund - You will be covered under Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from the monthly stipend.

ESIC (Employees' State Insurance Corporation) - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

vi. FLEXIBLE BENEFITS (For Tax exemption purpose):

You can utilize your other allowances mentioned in below Annexure-II for Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Allowance Type	Limit
Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

June 26, 2024

To,

Shivatmika Anumula

2-82, Thripuraram Mandalam, Thripuraram, Nalgonda, Tripuraram, Telangana , 508207

Dear Shivatmika,

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 15, 2024**.

2. DESIGNATION: Junior Software Test Automation 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.

iii. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per the published calendar. Associates working out of client locations shall follow the client holiday calendar.

iv. HEALTH AND WELL-BEING

EPAM promotes employee health and wellbeing and help create positive working environments where individuals and organisations can thrive. We believe good health and wellbeing are core enabler which drives employee engagement and organisational performance.

Health Insurance:

You shall be covered under the following Insurance benefits from the date of joining as Trainee and the cost of premium will be borne by the Company during your training period:

Policy	Details
Group Medical Health Insurance	<p>New flex benefits plan – choice to choose what works for you and your family.</p> <p>Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> • Choose Sum insured: INR 500,000 to 20,00,000 • Choose Family options: E only, EPZ, ESCZ, ESCP/PIL, ESCP+PIL+Z. • Choose Additional modules – Silver, Gold, OPD plans. <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> • Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 <p>Wellness Pack - 3 options – Gym, Self-defense, Personal device, De-stress, Lifestyle</p> <p>Plan options: E-Employee, P-Parents, Z-Sibling, S-Spouse/Partner, PIL- Parent in Laws, C-Children</p>
Group Personal Accidental Insurance	Employee Cover – 3 X CTC; min sum Insured. benefit – INR 50,00,000 - whichever is higher.
Term Life Insurance	Employee cover; Cover – 3 X CTC; min. benefit – INR 50,00,000 – whichever is higher.
Future Service Gratuity	Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. Formula linked, based on Basic Salary

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - 40,000 flex points: 1 flex point = 1 IN

Practo:

Epam has partnered with Practo, and you are eligible for free online Doctor consultation. For more information you can refer to KB Page post your joining.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

Capgemini congratulates you on your selection

Capgemini via Superset <notifications@joinsuperset.com>
To: <rsnehareddy11@gmail.com>

Fri, Jun 14 at 1:10 PM



Dear R SNEHA,

At Capgemini, we work with the worlds leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of submitting the documents.

Note: The statement regarding Training Agreement in the Disclaimer at Offer Acceptance Stage is not applicable for the role you have been selected.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jun 21, 2024 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate

- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- 2 Government ID Proofs (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets (If applicable)
- Diploma Certificate (If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate* (If applicable)

IMPORTANT: It is mandate for the new joiners to have their **E-Aadhaar Card available during the onboarding process.** Please download your recent E-Aadhaar (not older than 6 months) from this link <https://myaadhaar.uidai.gov.in/genricDownloadAadhaar>.

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

University Relations and Hiring Team



Stay Connected. Stay Updated.



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.
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Required fields are marked with an asterisk.

& Confirmation

Your Contract

Please review your contract and complete this form. If you wish to discuss any details regarding your contract please contact your Recruiter, contact details below. Please note that if you choose to refuse your offer your candidate experience will come to an end and you will be withdrawn from the process.

Recruiter Full Name
Aanchal Sinha

Recruiter E-mail Address
AANCHAL.SINHA@BARCLAYS.COM



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)
Building G2,
Gera Commerzone SEZ,
Survey No. 65,
Kharadi,
Pune - 411014
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

15 May 2024

Snigdha K
Plot No-201, Seetharam Nagar, Near Safilguda Railway Station,
Safilguda, Ramakrishna Puram
Hyderabad
500056

Dear Snigdha,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

A handwritten signature in black ink that reads "Sarada Srinivas".

Sarada Srinivas
Head - HR Operations and Payroll

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Snigdha K
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Technology Graduate Developer, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	15 July 2024, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above. In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above.
Working Hours	Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work. The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift. You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.
Initial Place of Work	You will initially be based in LTS - Barclays Global Service Centre, Gera Commerzone SEZ, Survey No.65, Village Kharadi Pune – 411014. However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements: You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six – twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Date: 6th October 2023

Dear Edla Sreeja,

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



Mammai Sreeja
Hyderabad, Telangana.

Dear Mammai Sreeja,

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

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

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

Strictly Confidential

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Mammai Sreeja
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	



E/HR/OL/2338

Sriya Kanaparthy,
1-2-382 D/A, Banda Nagar, Domalguda, Himayathnagar, Hyderabad, Telangana- 500029.

Dear **Sriya Kanaparthy,**

Welcome to Everi!

It Gives us immense pleasure in inviting you to join Everi India Private Limited. We believe that the growth of the organization is fueled by the energy and enthusiasm of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create truly global Organization.

We are pleased to inform you that you have been offered an employment in Everi India as **Trainee** at **Hyderabad, India.**

This offer is valid till **22/07/2024.**

We wish to share with you the detailed terms and conditions which will govern your employment with Everi and also Associate related guidelines applicable to all the employees including you. All these terms and conditions are subjected to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subjected to background check and pre-employment checks as applicable.

Terms and Conditions

1. Working Hours:

Everi India observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are 9 hours per day including Recess/Lunch break of 1 hour. Employees are expected to follow local working hours and holiday calendar while they have visited/deputed to other office in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, Everi India shall initiate appropriate disciplinary action against the Associate as per Everi India Policy.

Everi India Private Limited

Registered Office: III Floor, Bhandari Heights, Opp. Indian Oil, Kottara, MANGALORE Dakshin Kannada-575013

Branch Office: 2nd Floor, Elnet software City, Rajiv Gandhi Salai, Taramani, Chennai-600113

Branch Office: 8th floor, Smartworks, Forming part of Sy No 83/1, Hyderabad Knowledge City, TSIIIC Raidurg Panmaktha, Serilingampally Mandal, Plot No 1, Hitech City Main Rd, Gachibowli, Hyderabad, Telangana 500081.

www.everi.com



Name: Sriya Kanaparthi

Designation: Trainee

Location: Hyderabad

S.No	Components	Monthly	Annual
1	Basic	23,333	2,80,000
2	HRA	9,333	1,12,000
3	Food Coupons	2,200	26,400
4	Other Allowance	20,667	2,48,000
5	Company's contribution to PF*	2,800	33,600
Annual Gross Compensation			7,00,000
6	Gratuity		13,468
Total Remuneration			7,13,468

*PF is contributed at 12% of Basic and subject to government regulations

Family Medical Insurance Coverage - 7,50,000 per annum.

Everi India Private Limited

Registered Office: III Floor, Bhandari Heights, Opp. Indian Oil, Kottara, MANGALORE Dakshin Kannada-575013

Branch Office: 2nd Floor, Elnet software City, Rajiv Gandhi Salai, Taramani, Chennai-600113

Branch Office: 8th floor, Smartworks, Forming part of Sy No 83/1, Hyderabad Knowledge City, TSIC Raidurg Panmaktha, Serilingampally Mandal, Plot No 1, Hitech City Main Rd, Gachibowli, Hyderabad, Telangana 500081.

www.everi.com



Date: 28/01/2024

Dear Ms. Sruthi Katapally,

We are delighted and excited to welcome you at Aggregate Software Technology INC, as a Software Trainee. After careful consideration of your application and interview, we are confident that your skills and qualifications align perfectly with our needs.

We believe that your skills and enthusiasm align well with our goals, and we look forward to welcoming you to the Aggregate Software Technology INC team.

Please review the attached terms and conditions for your internship, and if you agree, kindly sign and return the acceptance letter by 31 Jan,2024. Should you have any questions or require further clarification, feel free to contact raj@aggregateinc.com

We are excited about the prospect of working together and anticipate a mutually beneficial and enriching experience.

Congratulations, and welcome to Aggregate Software Technology INC!

A handwritten signature in blue ink that reads 'Raj' with a stylized flourish.

Sincerely,

Raj | MANAGER

16-11-741\C\1 Sri Datta Sai Apartments, Dilshuknagar, Hyderabad 500036.

Email- raj@aggregateinc.com



Terms and Conditions

1. You will be an “Intern” of Aggregate Software Technology INC. You shall not accept internship (or any other equivalent position) or employment, or any additional office or position, part time or otherwise, with or without remuneration, in any other entity during your Internship Term.
2. **Date of Internship:** The internship is scheduled to commence on 05 Feb ,2024 and will span a duration of five months, concluding on June,2024.
3. **Stipend:** Your compensation for the internship will be 18,000/- stipend per month.
4. **Workplace:** The firm's registered office is in Hyderabad, although you may be required to work in any of the firm's other offices in India. You are currently required to work in the branch office of the firm, which is currently located at 16-11-741\C\1 Sri Datta Sai Apartments, Dilshuknagar, Hyderabad 500036.
5. **Working Hours:** Your minimum weekly hours of work are 40 per week with a 5-day week, but you will be required to work such additional hours as are necessary to meet the business demands of your job.
6. **Work Arrangement:** The internship requires on-site presence, and the intern is expected to work from the designated office location.
7. You will be rewarded with an internship completion certificate at the end of the internship.

EMPLOYEE ACCEPTANCE

The signing of this letter acknowledges the acceptance of the offer contained herein:

Employee Sign

Date:

Print Name:



EPAM Join 27 Jun

to me, shubham_ishwarkatti



Dear Vriddhi Darak,

It was our pleasure to meet you. Your skills and background impressed us, and we are offering you the position.

Use vriddhidarak@gmail.com to create an account and view your offer.

If you have already registered in EPAM JOIN Platform, use this email to sign in.
If you have any troubles with access, contact your TA specialist.

[VIEW JOB OFFER](#)

Offer details

Expected start date

Jul 10, 2024

Position

Junior Software Engineer

We hope that you will become a part of EPAM soon.

This is an automated message. Please don't reply to this email, report any issues to [support](#) team.

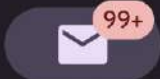
epam.com

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Reply

Reply all

Forward



Date: September 11, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Vuppala Vyshnavi

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Vuppala Vyshnavi,

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.

Sachs Services Private Limited
alarpuria Sattva Knowledge City | Hi-Tec City | Hyderabad-500081 | India

d office: Helios Business Park 1150 Outer Ring Road | Kadubeesanahalli
-560103 | India
30 4127 1600 | Fax: +91 80 4127 1601
100KA2003PTC032606

REVISED

November 03, 2023

Vaishnavi Kairamkonda

Rukmini Apartments, Flat No-202, Near Bombay Bakery
Srinagar Colony, Vinayak Nagar
Nizamabad
Telangana
India

Gold Sac
03001

Dear Vaishnavi,

We are delighted to offer you employment with Goldman Sachs Services Private Limited - Hyderabad ("GSSPL" or "the firm") as an Engineering Analyst in Controllers in Hyderabad. Please note that this letter supersedes all other correspondence.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures **as** outlined in the India Employee Handbook. Conditions of **Employment**

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

you joining the firm on the joining date that shall be communicated to you in writing by the firm, which shall not be later than July 29, 2024.

satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks **and other** necessary checks, including providing accurate and complete information for the same.

- you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict *your* ability to undertake or perform your duties with the firm, including any applicable non-compete or non-solicit agreement with your prior employer.
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm. satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment



Offer: Computer Consultancy
Ref: TCSL/CT20244401452/Hyderabad
Date: 26/07/2024

Ms. Yoshita Reddy Vemparala
Flat No.202, Avanthikas Adithya Apts Road No11b, Gopal Nagar,
Kphb,
Hyderabad-500085,
Telangana.
Tel# 91-9949650408

Dear Yoshita Reddy Vemparala,

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.

TCS Confidential
TCSL/CT20244401452

1

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



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.



GROSS SALARY SHEET

Annexure 1

Name	Yoshita Reddy Vemparala
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

Offer Letter

12th Nov'24

Dear Pedamallu Abhiram,

With reference to the interviews and subsequent discussions you had with us, we are pleased to offer you a career assignment with ValueMomentum Software Services Private Limited (“ValueMomentum”). You will be designated as “**Software Engineer- Trainee**”, **Grade - A1**. Please find enclosed the offer details.

This offer is subject to an acceptance of working for minimum 2 years’ term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20th Nov'24**. If you are expected to join earlier than the given date of joining, that duration also will be added to the service agreement tenure.

You are requested to contact the Human Resources Department for further clarification if any. This Offer Letter is valid for you to join on or before **20th Nov'24**.

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

1. Photocopies of all certificates including birth certificate, academic qualifications
2. 8 Passport size photographs
3. Passport copy (all pages)
4. Pan Card (Photo Copy)

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

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

We welcome you and wish you a long and rewarding career with ValueMomentum Software Services Private Ltd.

Sincerely,

For **ValueMomentum Software Services Private Limited**

I accept the terms of this letter

Talent Acquisition Group

(Candidate’s Signature)

Stack up details of Compensation

Name: Mr. Pedomallu Abhiram

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	9510	114119
Conveyance	1359	16303
Provident Fund Contribution	1800	21600
Gratuity (payable as per gratuity act)	1014	12173
Flexible Benefits:		
Meal Card	0	0
LTC	2717	32605
NPS	0	0
Total	37500	450000
Total Annual Gross Salary	450000 (Rupees Four Lakh Fifty Thousand Only)	

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

Note:

1. Deductions will be made towards Provident Fund, Professional Tax and Income tax as applicable.
2. You will be entitled to other benefits like Group Mediciam Scheme and Group Personal Accident Insurance.
3. You are entitled to a retention bonus of INR 4,50,000/- (Rupees Four Lakhs Fifty Thousand) after completion of 3 years with Value Momentum. The details of payout and eligibility criteria are as follows

Talent Acquisition Group

Candidate Signature

Payment:

INR 1,50,000/- at the end of the *3rd* year,
INR 1,50,000/- at the end of the *4th* year,
INR 1,50,000/- at the end of the *5th* year,

Payment cycle:

Associate who joins the organization on or before *21st* of the month will receive the payout in the same month upon completion of 3, 4, and 5 years.

Associates who join after *21st* of the month will receive the payout in the subsequent month upon completion of 3, 4, and 5 years.

Eligibility Criteria:

Associate should be active on the rolls of the company and not serving notice at the time of payment.

Associate should have performance rating of meets and above.

Talent Acquisition Group

Candidate Signature

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized flourish above it.

J.P.Morgan

06-Oct-2023

Archith Gandla
kirshnareddypet
-502319
HYDERABAD
Telangana
INDIA

Dear Archith,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

iii. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per the published calendar. Associates working out of client locations shall follow the client holiday calendar.

iv. HEALTH AND WELL-BEING

EPAM promotes employee health and wellbeing and help create positive working environments where individuals and organisations can thrive. We believe good health and wellbeing are core enabler which drives employee engagement and organisational performance.

Health Insurance:

You shall be covered under the following Insurance benefits from the date of joining as Trainee and the cost of premium will be borne by the Company during your training period:

Policy	Details
Group Medical Health Insurance	<p>New flex benefits plan – choice to choose what works for you and your family.</p> <p>Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> • Choose Sum insured: INR 500,000 to 20,00,000 • Choose Family options: E only, EPZ, ESCZ, ESCP/PIL, ESCP+PIL+Z. • Choose Additional modules – Silver, Gold, OPD plans. <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> • Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 <p>Wellness Pack - 3 options – Gym, Self-defense, Personal device, De-stress, Lifestyle</p> <p>Plan options: E-Employee, P-Parents, Z-Sibling, S-Spouse/Partner, PIL- Parent in Laws, C-Children</p>
Group Personal Accidental Insurance	Employee Cover – 3 X CTC; min sum Insured. benefit – INR 50,00,000 - whichever is higher.
Term Life Insurance	Employee cover; Cover – 3 X CTC; min. benefit – INR 50,00,000 – whichever is higher.
Future Service Gratuity	Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. Formula linked, based on Basic Salary

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - 40,000 flex points: 1 flex point = 1 IN

Practo:

Epam has partnered with Practo, and you are eligible for free online Doctor consultation. For more information you can refer to KB Page post your joining.

v. STATUTORY BENEFITS

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of employment and, if applicable, subsequent employment after completion of continuous service of at least four (4) years and 182 days with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund - You will be covered under Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from the monthly stipend.

ESIC (Employees' State Insurance Corporation) - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

vi. FLEXIBLE BENEFITS (For Tax exemption purpose):

You can utilize your other allowances mentioned in below Annexure-II for Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Allowance Type	Limit
Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

Hemanth Kumar Challa

Hyderabad, Telangana.

Dear Hemanth Kumar Challa,

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

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

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

Strictly Confidential

Annexure A

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

During Training:

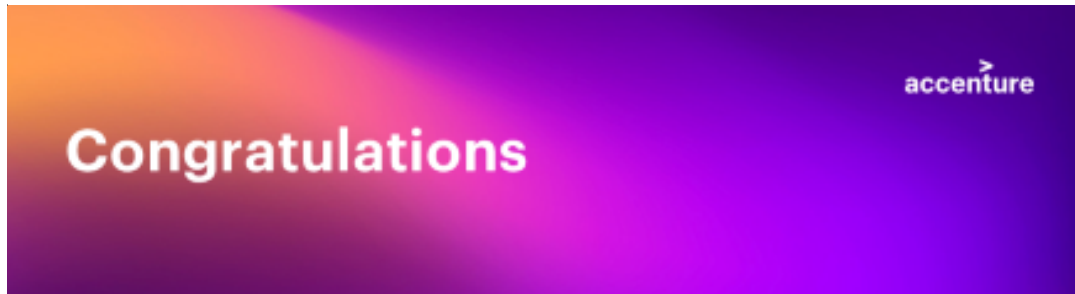
During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Hemanth Kumar Challa
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	



28 February 2024

C06292390

Janardhan Pudiparthi

1-8-323,new municipal colony

maruthi nagar,chaitanyapuri,DSNR

Dear Janardhan Pudiparthi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

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

1

Candidate's Signature: 

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

VARIABLE BONUS

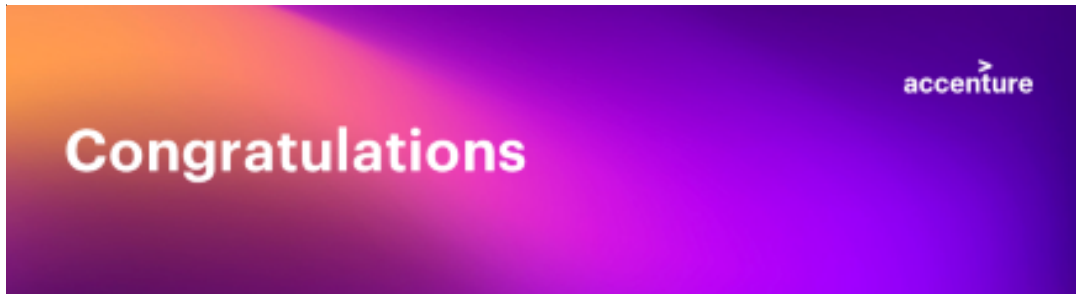
You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.



28 February 2024

C06292390

Janardhan Pudiparthi

1-8-323,new municipal colony

maruthi nagar,chaitanyapuri,DSNR

Dear Janardhan Pudiparthi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
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- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

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

1

Candidate's Signature: 

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
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YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

June 26, 2024

To,

Kaushik Gangala
Pleasant park colony, hyderguda, upparpally. 500048

Dear Kaushik,

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 15, 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.

iii. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per the published calendar. Associates working out of client locations shall follow the client holiday calendar.

iv. HEALTH AND WELL-BEING

EPAM promotes employee health and wellbeing and help create positive working environments where individuals and organisations can thrive. We believe good health and wellbeing are core enabler which drives employee engagement and organisational performance.

Health Insurance:

You shall be covered under the following Insurance benefits from the date of joining as Trainee and the cost of premium will be borne by the Company during your training period:

Policy	Details
<p>Group Medical Health Insurance</p>	<p>New flex benefits plan – choice to choose what works for you and your family. Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> • Choose Sum insured: INR 500,000 to 20,00,000 • Choose Family options: E only, EPZ, ESCZ, ESCP/PIL, ESCP+PIL+Z. • Choose Additional modules – Silver, Gold, OPD plans. <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> • Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 <p>Wellness Pack - 3 options – Gym, Self-defense, Personal device, De-stress, Lifestyle Plan options: E-Employee, P-Parents, Z-Sibling, S-Spouse/Partner, PIL- Parent in Laws, C-Children</p>
<p>Group Personal Accidental Insurance</p>	<p>Employee Cover – 3 X CTC; min sum Insured. benefit – INR 50,00,000 - whichever is higher.</p>
<p>Term Life Insurance</p>	<p>Employee cover; Cover – 3 X CTC; min. benefit – INR 50,00,000 – whichever is higher.</p>
<p>Future Service Gratuity</p>	<p>Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. Formula linked, based on Basic Salary</p>

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - 40,000 flex points: 1 flex point = 1 IN

Practo:

Epam has partnered with Practo, and you are eligible for free online Doctor consultation. For more information you can refer to KB Page post your joining.

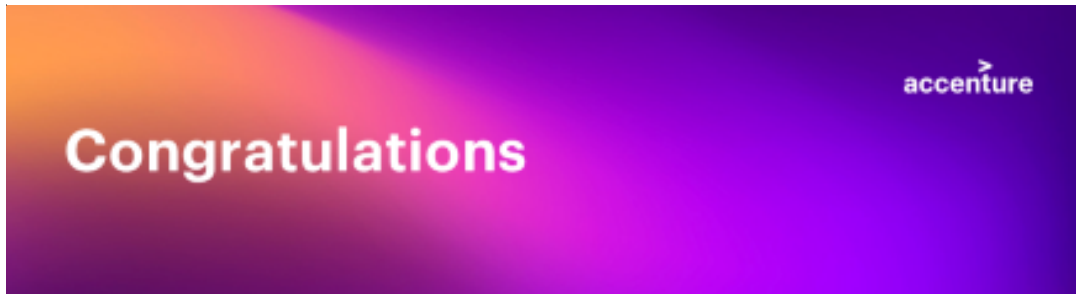
Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.



01 March 2024

C06292776

Ravulapalli Komal Chakravarthy
MIG-II-52, KPHB 9th PHASE

Dear Ravulapalli Komal Chakravarthy,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

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- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

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

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

1

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
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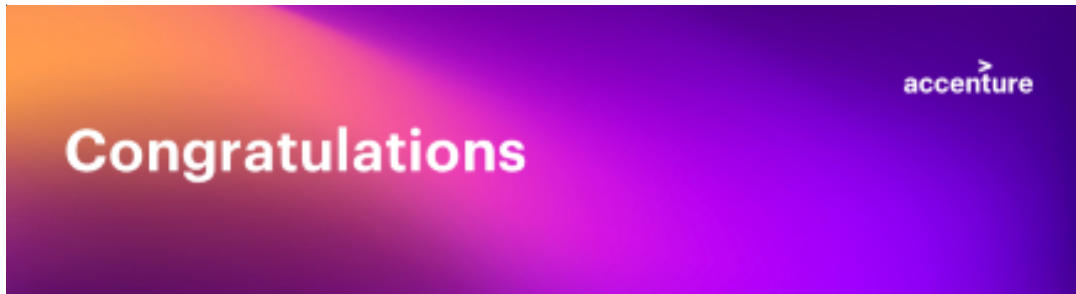
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29 February 2024

C06292687

Leelaa Gawtham Peddi

Road No:11A, Hanuman Nagar, Meerpet

Dear Leelaa Gawtham Peddi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

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Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to the left.

J.P.Morgan

06-Oct-2023

Narsimha Alipeddi
1-43 Boregaon, Nirmal
Stanza Living Kokapet
-504110
HYDERABAD
Telangana
INDIA

Dear Narsimha,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie". The signature is stylized with a large, sweeping initial letter.

J.P.Morgan

03-Oct-2023

Nishanth Artham
1-7-1/50/2, NEW REDDY ENCLAVE, TEMPLE ALWAL
-500010
HYDERABAD
Telangana
INDIA

Dear Nishanth,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Congratulations

accenture

28 February 2024

C06292602

Mohammed Safwan Aldeen

9-4-77/A/222, Al Hasnath colony, Tolichowki

Dear Mohammed Safwan Aldeen,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS


Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

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

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

1

Candidate's Signature: 

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

June 26, 2024

To,

Sai Turlapati Krishna

Kothagudem Nc-9 Writer Basti 6Th Line Near Water Tank Pincode:507101

Dear Sai Turlapati Krishna,

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 15, 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.

This offer will automatically lapse if not accepted within one (1) week from the date of this letter.

10. NON-COMPETE CLAUSE

For a period of 12 months after the termination of your employment, you must not be employed or engaged (in any capacity) by a customer of EPAM on whose account you worked during your employment with EPAM in the last 12 month before termination of your employment.

11. PERSONAL INFORMATION

During the process of your employment with Epam you may provide or confirm the confidential data or any information that is related to you personally, including without limitation to your email, contact details, taxation, family records, medical records (PI). You confirm that Epam may collect use, transfer, store or process such PI as per EPAM policies, for Epam benefits, Background verifications, financial and accounting aspects and for risk management purposes.

12. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 65 years and shall have no claim to be continued in the services of the Company thereafter.

13. COMPENSATION STRUCTURE

The company may, at any time, review and/or restructure the compensation package based on Epam Policy or any local legislation changes.

14. TAX IMPLICATION

You are responsible for declarations and implications for all your personal income tax and filing returns on yearly basis.

15. PAYROLL DATE

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month for associates joined before payroll cut off of every month.

16. TOTAL REWARDS

EPAM offers a Total Rewards plan with a comprehensive compensation package per market standards, including an excellent benefits program comprising health, finance and wealth, work/life balance, and learning and career benefits.

i. COMPENSATION

EPAM is an equal opportunity employer. We believe in Fair and equitable compensation for every associate. We always value excellence and high performance.

Your total salary per annum is INR 8,00,000 (Rupees Eight Lakh Only). Details of your salary structure are given in the Annexure.

ii. LEAVE

You will be entitled for below leaves on prorata basis as per EPAM leave policy.

Leave Type	Duration
Regular Vacation (EL)	15 days leave in a calendar year
Other Leaves	6 days Sick leave & 6 days Casual leave

iii. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per the published calendar. Associates working out of client locations shall follow the client holiday calendar.

iv. HEALTH AND WELL-BEING

EPAM promotes employee health and wellbeing and help create positive working environments where individuals and organisations can thrive. We believe good health and wellbeing are core enabler which drives employee engagement and organisational performance.

Health Insurance:

You shall be covered under the following Insurance benefits from the date of joining as Trainee and the cost of premium will be borne by the Company during your training period:

Policy	Details
Group Medical Health Insurance	<p>New flex benefits plan – choice to choose what works for you and your family.</p> <p>Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> • Choose Sum insured: INR 500,000 to 20,00,000 • Choose Family options: E only, EPZ, ESCZ, ESCP/PIL, ESCP+PIL+Z. • Choose Additional modules – Silver, Gold, OPD plans. <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> • Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 <p>Wellness Pack - 3 options – Gym, Self-defense, Personal device, De-stress, Lifestyle</p> <p>Plan options: E-Employee, P-Parents, Z-Sibling, S-Spouse/Partner, PIL- Parent in Laws, C-Children</p>
Group Personal Accidental Insurance	Employee Cover – 3 X CTC; min sum Insured. benefit – INR 50,00,000 - whichever is higher.
Term Life Insurance	Employee cover; Cover – 3 X CTC; min. benefit – INR 50,00,000 – whichever is higher.
Future Service Gratuity	Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. Formula linked, based on Basic Salary

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - 40,000 flex points: 1 flex point = 1 IN

Practo:

Epam has partnered with Practo, and you are eligible for free online Doctor consultation. For more information you can refer to KB Page post your joining.

v. STATUTORY BENEFITS

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of employment and, if applicable, subsequent employment after completion of continuous service of at least four (4) years and 182 days with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund - You will be covered under Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from the monthly stipend.

ESIC (Employees' State Insurance Corporation) - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

vi. FLEXIBLE BENEFITS (For Tax exemption purpose):

You can utilize your other allowances mentioned in below Annexure-II for Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Allowance Type	Limit
Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

vii. REWARDS AND RECOGNITION PROGRAMS

EPAM acknowledges employee contributions, commitment and efforts towards endeavors and achievements. The Company promotes performance and optimistic behaviors through various monetary and non-monetary Rewards and Recognition programs.

viii. RELOCATION

EPAM will provide you with lump-sum amount of USD 500 for your use for transportation/accommodation/other needs (“Allowance”), less any required deductions. This Allowance will be paid in two equal instalments following your onboarding at EPAM. The first payment will be paid in the first week of your employment and the second payment will be paid to you with your first month’s salary. No other relocation assistance from EPAM’s Talent Mobility team will be provided. No receipts/invoices or pre-approvals are required.

Repayment of Relocation Expenses

The Allowance is repayable in full by you, if:

- a) You fail to start employment with the Company as per agreed start date, OR
- b) You voluntarily leave the Company within 12 months of your start date, OR
- c) The Company terminates your employment for poor performance, misconduct negligence or under any of the circumstances set out under clause “TERMINATION OF SERVICE” of this Letter of Appointment within 12 months of your start date.

ix. CAREER DEVELOPMENT

We are huge advocates for your career development. We will encourage you to move to higher/new roles and reach your potential by frequently helping you to enhance skills or acquire new skills.

17. EPAM Campus Lab Training:

EPAM Campus Lab Training is designed to enhance the technical and behavioral skills relevant to the industry or job role. The 3 – 6 months training program will focus on technical skills development, soft skills, project work, industry insights and mentorship to make you future ready for the client interviews and job role. Your performance during the training period will be assessed through Skill Assessment after completion of training. Please note if you fail to clear the skill assessment, Company can terminate your employment by giving immediate notice.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

You are requested to submit a copy of all the below mentioned documents. All the documents are mandatory to submit on the day of your joining:

- i) Certificates in proof of your educational qualifications (X, XII, Graduation, master's for the years/semesters completed)
- ii) Address and ID proof (Passport, Aadhaar & PAN)
- iii) Four passport size Photographs (the background should be white)
- iv) Resume

You are requested to report for duty formally on **July 15, 2024**, at **9:00 AM**. Thanking you,

Yours faithfully

For EPAM Systems India Private Limited

Srinivas Reddy
Managing Director

OFFER LETTER ACCEPTANCE:

No signature is required from upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer of employment has been made. An acknowledgment of receipt of the acceptance will be sent to you. This contract is legally binding based on the laws of India.



PEGASYSTEMS WORLDWIDE INDIA PRIVATE LIMITED

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

Sai Sujay Chilla
Flat no T-2, Plot no 681, Sri Jhansi Rani Residency, Opposite Vivekananda Nagar Park 1, Vivekananda Nagar Colony, Kukatpally,
Hyderabad, 500072.

Dear Sai Sujay,

Congratulations!

Pegasystems is pleased to offer you the role of Intern as part of our 2024 Internship Program. You will be paid a monthly stipend of INR 25,000, subject to tax and statutory deductions, for a maximum 40-hour work week. Pega policy does not require interns to work greater than 40 (forty) hours per week. The duration of the internship is for a period of 4 (Four) months.

The purpose of an internship is to provide students with the opportunity to gain valuable business skills while earning a competitive compensation. Intern positions do not include any health coverage or other corporate benefits. As part of the internship, you will be asked to abide by all policies, including the company Code of Conduct and completing a weekly time sheet.

Please sign and return your signed Offer Letter and agreement no later than 23rd January'2024.

We look forward to working with you and hope you enjoy your time at Pegasystems!

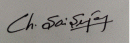
Sincerely,
For Pegasystems Worldwide India Private Limited

SMRITI
MATHUR
Digitally signed by
SMRITI MATHUR
Date: 2024.01.12
13:02:51 +05'30'

Authorized Signatory

I accept the terms of this offer letter and will begin an Internship at Pegasystems.
I confirm the start date is 23rd January'2024

I understand and acknowledge that this document has been authenticated in electronic mode and such signing or delivery of the document shall be deemed to be as good as an original document and not affect the validity of provisions it contains.

DocuSigned by:

AD0AD5741FAC43C...

Sai Sujay Chilla

Date

INTERNSHIP AGREEMENT

1. **Employer:** Pegasystems Worldwide India Private Limited (the "Company").
2. **Position:** Your role will be Intern
3. **Place of work:** Your normal place of work will be at Hyderabad. Please note that the Hybrid Working & Return to Office guidelines are subject to change as per State, Central Government and/or Special Economic Zone (SEZ) notifications
4. **Start Date:** Your internship with the Company will start on 23rd January'2024. No employment with a previous employer counts towards your continuous employment with us. You will be employed for a Fixed Term as set out in paragraph 5 below.
5. **Anticipated Fixed Term Contract End Date:** Your fixed term employment will end on 23rd May'2024 without the need for the Company to give notice. The Company reserves the right to end this Fixed Term Contract prior to the anticipated fixed term end date, on one week's notice, without liability for payment of the balance of any unexpired term.
6. **Normal Working Hours:** Your normal working hours will be Monday to Friday, from 10.00 am to 07.00pm IST and such hours as are necessary for the performance of your role.
7. **Objectives and Tasks:** You undertake to perform the work assigned to you to the best of your knowledge and ability and to strictly follow all the Company's instructions.
8. **Incapacity for Work:** You must immediately inform the Company in the event that you are ill or are involved in an accident, in any event no later than 9:30 am on the first day of incapacity. You must report your incapacity for work to the on-site Supervisor and HR. You will not be entitled to any Company sick pay for any period of sickness or incapacity.
9. **Confidentiality:** You acknowledge that the Company has imposed on you a duty of confidentiality in respect of all details concerning the Company's business or companies affiliated with the Company or concerning or relating to the Company's customers or business relations. Thus, during the Fixed Term and after its termination, you are prohibited from informing third parties, directly or indirectly, about any details of the Company's or of companies affiliated with the Company with respect to or relating to the Company's customers or business relations.
10. **Return of Property:** Upon termination of this Agreement for any reason or upon the first request of the Company, you will immediately deliver to the Company all documents, papers, materials, computer hardware and software and other property relating to the business of the Company which may be in his possession or under his control.
11. **Termination:** Either the Company or you may terminate the internship at any given time, by providing a written notice of one week. The Company shall not be liable to pay stipend for any unexpired term of the internship period.
12. **Insurance:** The Intern bears the responsibility to be insured for Health Care as well as travel insurance as the Company will not provide such benefits.
13. **Governing Law:** This Agreement is governed by the laws of India. The Courts having jurisdiction in Hyderabad and Ranga Reddy have exclusive jurisdiction to hear and decide on any disputes arising directly or indirectly from this Agreement.

Agreed and executed in duplicate originals and signed by both parties.

For Pegasystems Worldwide India Private Limited

**Sai Teja Krithik Putchu,
Flat number 221, Vasavi's Indraprastha Apartments
Street number 1, Czech Colony, Sanathnagar
Hyderabad, Telangana**

Dear **Sai Teja Krithik,**

On behalf of Keyloop India Private Limited (group company of Keyloop or the “Company”), I am pleased to extend to you an offer of employment for the position of **Associate Software Engineer, Grade S4**. Your annual Gross (CTC) will be **INR 600000 (Rupees Six Lakhs Rupees only)**.

We look forward to you, joining us on or before **1st July 2024**

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment, you are required to complete and properly execute the

- Keyloop Employment Agreement attached hereto as Annexure-B;
- Keyloop Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 3 days.

PROBATIONARY PERIOD

The first three months of your employment will be probationary. If your probationary period expires without extension or without your employment being terminated your position will be permanent, no written confirmation is necessary and may not be given. The Company reserves the right to extend the probationary period by another three months, with notice in writing to the employee.

During the probationary period, your employment may be terminated on one month notice given in writing by either the Company or you to expire at any time during or on the last day of any probationary period without recourse to the Company's disciplinary procedures, and without reference to the notice provisions of clause 5.

LOCATION

You will be based at the Company premises in Hyderabad but may be required to work at any such premises as may be notified to you by the Company.

**Yours Sincerely,
For Keyloop India Private Limited**



**Shrija Narayan Kariveetil
Country HR Manager, India**

Compensation-Annexure-(A)

Compensation	Monthly (In INR)	Annual (In INR)
Basic	20,000	240,000
House Rent Allowance	8,000	96,000
Conveyance Allowance	1,600	19,200
Broadband/Internet	1,000	12,000
Statutory Bonus	2,000	24,000
Special Allowance	8,038	96,456
Total Allowances - A	40,638	487,656
*Flexible Benefit Plan – B	6,000	72,000
PF Contribution-Employer	2,400	28,800
**Gratuity	962	11,544
Total Retirals - C	3,362	40,344
Total Fixed Compensation (A+B+C)	50,000	600,000
Gross Cost to Company (A+B+C)	50,000	600,000

For Keyloop India Private Limited



Shrija Narayan Kariveetil

Country HR Manager, India

ACKNOWLEDGEMENT

I accept your offer of employment and will report on (“Effective Date”) _____

Sai Teja Krithik Putcha

12. Governing Law and Jurisdiction

This Agreement shall be governed and construed in accordance with the laws of India. The courts at Hyderabad only will have jurisdiction in case of any disputes which may arise between the Company and Employee in connection with this Agreement.

13. If any provision of this Agreement is invalid or prohibited under the applicable law, such invalidity shall not affect the validity of other provisions contained herein.

14. If at any time either Party fails to enforce any provision of this Agreement, it shall not be construed as a waiver of any provision and not prevent either Party from enforcing that provision or any other provision of this Agreement. This Agreement may be amended only by a written agreement executed by each of the Parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the Party against which enforcement is sought. Any amendment effected in accordance with this clause will be binding upon the Parties and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance.

15. The Employee understands that any failure to perform any acts or deeds required to be performed under the terms and conditions of this Agreement would result in breach thereof and such breach would entitle the Company such reliefs, including a claim for damages, injunctions, in addition to any other remedies that may be available at law.

16. Counterparts

This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same agreement.

17. This Agreement shall be effective as on the Effective Date mentioned above.

For Keyloop India Private Limited

Employee

Name: Shrija Narayan Kariveetil

Sai Teja Krithik Putcha

Title: Country HR Manager, India

Associate Software Engineer

**Yelagandula Sai Venkata Rajam,
H. No: 22-7-77/1/A
Gouthami Nagar, Warangal (U),
Hyderabad, Telangana 506002**

On behalf of Keyloop India Private Limited (group company of Keyloop or the “Company”), I am pleased to extend to you an offer of employment for the position of **Associate Software Engineer**

Dear **Sai Venkata Rajam,**

. Your annual Gross (CTC) will be **INR 600000 (Rupees Six Lakhs Rupees only)**.

We look forward to you, joining us on or before **1st July 2024**

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment, you are required to complete and properly execute the

- Keyloop Employment Agreement attached hereto as Annexure-B;
- Keyloop Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 3 days.

LOCATION

You will be based at the Company premises in Hyderabad but may be required to work at any such premises as may be notified to you by the Company.

**Yours Sincerely,
For Keyloop India Private Limited**



**Shrija Narayan Kariveetil
Country HR Manager, India**

Employment Offer Letter

Dear Satya Pavan,

Congratulations! We are pleased to offer you the position of **Product Engineer** on the following terms and conditions:

1. This offer letter will be effective from 13th May, 2024. You will be joining the esteemed CourseVita division within Bhuvana Information Technologies Pvt Ltd.
2. You shall be on a probation period of 03 months and your posting will be at Hyderabad (Telangana). However, Bhuvana Information Technologies Pvt Ltd reserves the right to assign duties and post you in any location as per requirements of projects and activities. During the probation period no leaves will be granted under any circumstances.
3. You shall be paid an all-inclusive annual emolument of Rs 12,00,000/- only (Twelve Lakh). For detailed Break - up kindly refer to the Annexure – A.
4. You will be required to give 30 days' prior notice in writing if you wish to resign from the service.
5. You will discharge your duties and responsibilities carefully and diligently. You will maintain confidentiality of the documents and information available at Bhuvana Information Technologies Pvt Ltd.
6. Your appointment as per this agreement is on a Full-time basis and we expect you to serve the organisation by strictly following the Office timings as applicable to Bhuvana Information Technologies Pvt Ltd employees as per rules.
7. Your appointment shall be governed by Rules, Administrative Orders, HR Policies and Policy guidelines of Bhuvana Information Technologies Pvt Ltd in force as amended from time to time and as applicable to such appointments.
8. You shall be assigned work from time to time by the Competent Authorities of Bhuvana Information Technologies Pvt Ltd, depending upon the requirements of the project and activities.
9. During your employment with the organisation, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the organisation, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full- time or part-time.

ANNEXURE – A

Compensation Structure

Components	Monthly Compensation	Annual Compensation
Basic Salary	50000	600000
HRA	25000	300000
LTA	5000	60000
Other Allowance	14000	168000
Gross Salary (A)	94000	1128000
Deductions (B)		
PF Employee's Share	6000	72000
Net Salary (A-B)	88000	1056000
Employer's Contribution		
PF Employer's Share	6000	
Total Employer's Contribution (C)	6000	72000
CTC (A+C)	100000	1200000

NOTE: The mentioned pay scale is non – negotiable.

Annexure B

Dear Satya Pavan,

Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

S. No.	Documents to be submitted on the Date of Joining
1.	2 passport size photographs in formals with a white background
2.	Three printed copies of the following documents: <ul style="list-style-type: none"> • Your Pan Card – Mandatory • Aadhaar Card – Mandatory • Your passport, voter ID, ration card or driving licence.

3.	<p>Single printed copies of all semester and year mark sheets, degree and provisional certificates for: (Mandatory)</p> <ul style="list-style-type: none"> • 10th • 12th • Graduation • Post-Graduation • Convocation Certificate and Provisional Certificate (Both Graduation/Post Graduation) <p>Note: If you are awaiting results, please submit all previous semester mark sheets, along with a copy of your last semester results.</p>
4.	<p>Experience certificate or relieving letter from last 2 employers as applicable. Your resignation acceptance letter will also be accepted by us. However, the relieving letter should be submitted to us within 45 days of joining.</p>
5.	<p>Last drawn pay slip from your previous employer. (03 months' salary slip) / Bank Statement.</p>
6.	<p>Offer Letter from Last Employer</p>

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy on each page of this contract of employment and submitting the same to us for the organisation's records.

Thank you.



Vinay Kandukuri
 Authorised Signatory & Director
 Bhuvana Information Technologies Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Name: _____ Date: _____

Signature: _____

Sidhardha Reddy Aredla

Hyderabad, Telangana.

Dear Sidhardha Reddy Aredla ,

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

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

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

Strictly Confidential

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Sidhardha Reddy Aredla
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	418404
Performance Linked Pay	60000
PF Employer Per annum	21600
Total CTC Sal per annum	500000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	41667	Total CTC (A+B+C+D)	500000

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

Date of Offer : 28-Jun-2024
Mr. gopala sushank
202
Tarnaka,Hyderabad, Hyderabad
Telangana - 500007

Subject: Appointment Letter

Dear gopala sushank,

We welcome you to Coforge Ltd (hereinafter referred to as “**Company**”) and wish you the best in building a long and mutually rewarding career with us. We believe that it is the professionals like you who can build a world-class organization. The guiding principle behind our endeavour to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to offer you employment in the role of **ENGINEER TRAINEE** in the Company and your designation will be **GRADUATE ENGINEER TRAINEE**. Your joining location will be **Hyderabad** (“**Base Location**”). Your effective start date of employment will be 03-Jul-2024, or a mutually agreed and confirmed date to you in advance by your Talent Acquisition Manager (“**Effective Date**”),

We are pleased to offer you an Annual Total Compensation of INR 4,25,004.

This includes a Variable Compensation of INR. 21,250/-. The Variable Compensation may vary, depending upon the Company’s performance and your performance during each calendar year and governed by the variable compensation policy of the Company.

You will be initially reporting to **Pooja Khurana**, and any such person as notified to you from time to time.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in **Annexure B**. This Offer Letter along with Annexures A & B shall constitute the ‘Offer Letter’ and on your acceptance, this offer shall constitute a valid and binding ‘**Employment Agreement**’ between you and the Company.

You will also be governed by the rules, regulations, and practices of the Company which may change from time to time. In the event there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, policies, and practices of the Company, the prevailing rules, regulations, policies, and practices of the Company shall override the terms and conditions of employment in Annexure B.

Your compensation is highly confidential and must be kept so. If the need arises, you may discuss it only with your Manager or an HR representative.

We request you to join us on or before 03-Jul-2024. This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this letter. and if you fail to join us on the Effective Date.

In the event there is insufficiency in joining documents, the Company, at its sole discretion, may defer your DOJ. In the event, the joining documents are not submitted at all, the Company shall have the discretion to withdraw the offer letter.

The Company provides long-term career opportunities to its employees. We sincerely hope that you will grow with the Company.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Applicant Number : 23634891
Name : gopala sushank **Band** : Band 2
Designation : GRADUATE ENGINEER TRAINEE **Benefit Plan** : Plan Q

ANNEXURE A - Compensation & Benefits Details

A) Monthly Salary (INR.)	Basic	15,000
	HRA	7,500
	Flexi Basket	7,500
	Conveyance Allowance + LTA	796
	Gross Monthly	30,796
B) Annual Benefit (INR.)	PF (as per act)	21,600
	Medicclaim without Parents	10,507
	Life Insurance Premium	2,095
	Annual Benefits Total	34,202
C) Variable Compensation (INR.) (on achievement of 100% goals)		21,250
D) Annual Cost to Company (INR.)		4,25,004

- The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If you avail company provided car scheme, you shall be eligible for petrol and vehicle maintenance (up to a maximum of ₹ 25000/- per month), driver's salary (up to a maximum of ₹ 25000/- per month), based on the limits to be specified by you at the time of joining the company. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres) and ₹ 900/- per month for driver's salary is exempt from tax as per current rules. You may specify your petrol & driver limits depending on your estimated usage, immediately on your joining. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
- The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules. For company provided car availed cases, car perquisite will be deducted based on the car availed.
- Variable Compensation shall be based on your Variable Compensation Plan, and the Company's Variable Compensation Policy. Employees joining in the last quarter of a financial year (January to March) are not eligible for Variable Compensation payout for that financial year.
- Medicclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Medicclaim scheme, by providing proof of documents of being covered through an alternate policy.
- Life Insurance premium is towards the Life Cover for self as per the benefit plan and policy.

Benefits Offered – Plan Q

S No.	Benefit	Description	Benefit Limit
1	Special Dating Holiday	Additional Paid Leave either on your Birthday/Wedding Anniversary.	One Paid Leave as per your Date of Birth/Wedding Anniversary.
2	Leave Travel Allowance	Reimburse your travel expenses incurred on a holiday, and avail tax benefit on the same.	Maximum annual limit is up to one month's basic salary.
3	Insurance	<ol style="list-style-type: none"> 1. Life Insurance Coverage 2. Mediclaim Scheme with Floater Option of Self + 3 or Self + 5 with/without parents. 3. Group Personal Accident Insurance Cover 	<p>INR. 25,00,000/-</p> <p>INR. 1,50,000/- to INR. 30,00,000/-</p> <p>Accidental claim benefit as per GPAI policy</p>
4	Executive Health-Check Up	<p>Age between 35-40 years: Once in two financial years.</p> <p>Age between 40-45 years: Once in a financial year/ Once in two financial years with rollover benefit.</p>	INR. 3,500/- Annually
5	Gratuity and Superannuation	As per Company Norms	As per Company Norms
6	Gym Facility/Allowance	Gym Facility on premises/ Allowance if gym facility is not available on premises.	Up to INR. 500/- per month
7	Company Leased Accommodation	Option to avail Company Leased Accommodation on rent.	As per Benefit Plan & CLA Scheme
8	iRefer	Referral Scheme that offers benefits to refer friends/acquaintances for suitable positions in the organization.	As per iRefer Policy

24-Jan-2024

Letter of Intent (“LOI”)

Dear **Vineeth Reddy B,**

Congratulations!

We, Carelon Global Solutions are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a “**Associate Software Engineer I**” competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual Cost to Company (CTC) would be amounting to **INR. 446,260/- (Four Lakh Forty Six Thousand Two Hundred Sixty Rupees Only)** along with **INR 25,000/-** as joining bonus.

Please note that the above terms and conditions are subject to change at the company’s discretion, without any prior intimation. Based on your acceptance of this LOI and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining.
- Joining location.
- Other terms and conditions.

The date of joining and the location of posting will be based on business requirements. Carelon Global Solutions solely reserves the right to make any changes to the date of joining and the location of posting.

You may note that this letter should neither be construed as an Offer of Employment from Carelon nor should it in any manner confirm our obligations to make you an offer of employment. We may, any time revoke this Letter of Intent considering incomplete documentation, failure to fulfil the eligibility criteria, background verification at our discretion.

Here is wishing you a successful career with Carelon Global Solutions. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar
Country Head
Carelon Global Solutions LLP

Vineeth Reddy B
Date:

If you have queries or concerns, please reach us at excelerate@carelon.com.

Carelon Global Solutions India LLP

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

Internship Agreement# MONOINTERN87

This Internship Agreement [Agreement] is made on 09/09/2024 between Monocept Consulting Private Ltd, having its offices at C8FW+6GF Vamsiram Suvarnadurga Tech Park, Nanakramguda Rd, Madhava Reddy Colony, Gachibowli, Nanakramguda, Hyderabad, Telangana 500032 constituted under the laws of India referred herein as Monocept AND Shravani Konga, Sirpur Kaghaznagar, Hyderabad, Telangana, 504296, shravanikonga028@gmail.com, 6304651677 for Intern.

NOW IT IS HEREBY AGREED as follows: In consideration by the Company, the parties agree as follows:

1. That under the terms of this Agreement, the Company agrees to provide the intern with an internship period of 4 **months** for identified learning objectives as per the academic curriculum and the Intern agrees to undertake the trainings which are part of the internship required by the Company. The internship would also involve assignment of temporary live projects and tasks to enhance the learning of intern along with exposure.
2. The internship is provided to the student as a part of their degree/ professional certifications/ diploma or any similar academic curriculum for upskilling the candidate. the student shall furnish to the company, a bonafide and no objection letter from the institution for the same. By signing this letter the candidate ensures that he/ she would have completed all formalities at the institution for taking up this internship.
3. That the intern is expected to attend internship for 4 months, with a review of the position time to time and necessarily at the end of the 4 months of the internship period. During this time the intern will commit a minimum of 8 hours based on their availability and work on his/her intern obligations (the "Minimum Hours Requirement"). That the progress and performance of all Interns will be reviewed during and after the internship period and performance review shall be conducted.
4. During the internship period, designation will be **Software Intern**.
5. The Intern will be expected to reach a reasonable standard of competence and performance for each task for which he/she has been interning, which is expected out of any successful internship completion. Post successful completion of the internship and fulfilling all the necessary requirements, criteria and evaluation, the intern may be considered for the role of FTE or any suitable regular engagement.
6. That any tasks undertaken by the intern while on an internship period will have the purpose of enhancing the intern's competence, understanding and familiarity of the Company's business as well as in the Intern's agreed learning objectives as per the academic curriculum. The internship schedule will capture the nature of soft skills, technical skills training that will be required by the Intern [Internship Schedule]
7. That the intern will be under an obligation to the Company to make satisfactory progress on the internship program, such progress will be tracked and communicated to the Intern, by the company and the institution if required.
8. The Intern will be expected to reach a reasonable standard of competence and performance for each task for which he/she has been interning, which is expected out of any successful internship completion. However, the Intern will be expected to abide by all policies, guidelines of the Company on whatever position he/she is assigned and shall abide by all the terms and conditions applicable to the Company's own staff and abide by the Company's policies, values and procedures.

Strictly Private and Confidential

Date: 03-06-2024

To,
Prem Chandra Pinreddy,
Hyderabad.

Offer of Employment

Dear Prem Chandra,

Congratulations!

1. With reference to your application and subsequent interview, we are pleased to offer you **the position of "Trainee Software Engineer" with Winfo Solutions Private Limited ("Company")** as per the terms and conditions given below.
 - a. Your Total Remuneration shall include 2 components: Salary + Performance Bonus.
 - b. Your total Annual Compensation with respect to Salary would be **Rs. 4,00,000 per annum (Rupees Four Lakhs only/)**, the breakup of which has been provided in Annexure - II to this offer of employment and shall be subject to tax and other statutory deductions. It is hereby clarified that there shall be no increase in the annual remuneration upon the confirmation of your probation.
 - c. Your Place of duty will be at our Hyderabad Office. However, you need to be flexible to move outside of Hyderabad as and when needed as a part of your duties & responsibilities.
2. Your appointment will be under probation initially, for a period of 6 months from the Date of Joining (*defined below*). Your performance shall be evaluated on a monthly basis during this probationary period.
3. At any time during your probationary period, Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.
4. After the completion of the probationary period, based on the monthly performance evaluation, your services may either be confirmed, or your probation may be extended.

Winfo Solutions (P) Ltd.
CIN: U72100TG2015PTC099963
Plot No.1, House No.1-98/9/C5, Image Gardens Rd, VIP Hills, Silicon Valley,
Madhapur, Hyderabad, Telangana-500081. Email: info@winfosolutions.com

ANNEXURE –II
CTC Breakup

Total Cost to Company - TCTC	33,333.00	4,00,000.00
Variable Component		40,000.00
Salary Components (Taxable)	Monthly	Annual
Basic Salary	12,000.00	1,44,000.00
HRA	4,800.00	57,600.00
Children Education Allowance	800.00	9,600.00
Spl Allow	10,023.00	1,20,276.00
Gross Salary	27,623.00	3,31,476.00
Flexi Benefits (Tax-exempt to the extent of bills submitted, otherwise taxable)		
Vehicle Maintenance	-	-
Driver Salary	-	-
Leave Travel Allowance	-	-
Mobile & Internet	-	-
Sodexo Coupons	-	-
Gift Voucher	-	-
Professional Attire	-	-
Professional Development	-	-
Flexi Benefits	-	-
Statutory Deductions & Other Benefits		
Employer PF @ 12%	1,800.00	21,600.00
Employer NPS (u/s 80CCD2)	-	-
Employer ESIC @ 3.25%	-	-
Gratuity	577.00	6,924.00
Statutory Deductions & Other Benefits	2,377.00	28,524.00
Variable Component		-
Performance Bonus	-	40,000.00
Total Variable Pay	-	40,000.00
Total Cost to Company - TCTC	30,000.00	4,00,000.00



304 Alekhya Gaddam <alekhyagaddam8@gmail.com>

Tech Mahindra Fresher Evaluation Process - Mandatory Documents Submission

Gaddam Sandeep <GS00779120@techmahindra.com>
To: Gaddam Sandeep <GS00779120@techmahindra.com>
Cc: Srujana Dasi <SD00759512@techmahindra.com>

Fri, Aug 23, 2024 at 6:44 PM

Dear Applicant,

This is with reference to the Tech Mahindra fresher evaluation process.

Please be informed that you have become eligible for the further process.

To take your candidature ahead, you are required to submit the below mentioned **mandatory documents on or before 10PM, 25th Aug'24.**

- 10th/SSC Marksheet.
- 12th/HSC or Diploma Marksheet (Both Marksheets if done both the courses).
- Graduation/Post Graduation Degree Certificate – **Provisional Degree Certificate or Consolidated Marksheet.** (Individual Marksheets will not be accepted).
- Aadhaar Card Copy
- Application Form – Duly Filled (To be filled *only In case you have relatives already working in Mahindra Group (Including Tech Mahindra Ltd)*).

As communicated during the campus evaluation process earlier, if you are meeting the academic eligibility criteria and have **not appeared for the Improvement examination**, then only:

- **Collate all the above mandatory documents in 1 PDF file** (file size should be less than 5 MB) and name it as <<**your Name-mandatory docs**>> eg. If your name is **ABCD** then file name would be “**ABCD - mandatory docs**”
- Send the single PDF file to GS00779120@TechMahindra.com **on or before 10:00 PM, 25th Aug'24.**
- Subject line of mail should be “**Tech Mahindra Documentation – MANDATORY DOCUMENTS <<Your Email ID>>**” for example If your Email ID mentioned above is xyz@gmail.com then Subject line will be **Tech Mahindra Documentation – MANDATORY DOCUMENTS – xyz@gmail.com**”

Please note that your candidature would stand cancelled if,

- Not meeting the academic eligibility criteria
- Documents shared are not properly scanned and clearly visible
- Sharing this mail with anyone else and if we observe/come across any such case

Regards,

People Supply Chain Campus Team

Tech Mahindra Ltd.



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237510

03 May 2024

Boda Bhavana

Dear Boda,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

17 May 2024

Gayathri Sai Sree Polamarasetti
Flat No-104, Venkata Sai Highlife,
Bandari Layout, Nizampet
Medchal
500090

Dear Gayathri Sai Sree,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

22nd March 2024

Internship Offer Letter

Dear **Hafsa Zareen,**

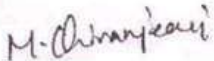
We are pleased to inform your acceptance of an internship position as **Software Intern** at Purview India Consulting and services LLP and Date of joining is on **25/03/2024**

During this period, you are entitled to a stipend of Rs.10000/- Per Month.

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

Congratulations! Welcome Onboard.

For Purview India Consulting and services LLP



Authorized Signatory



June 26, 2024

To,

Jabili Bandaru

H.No 6-2-439,Road No. 2,Sri Nagar Colony,Beside Ng College Road,Nalgonda,508001

Dear Jabili,

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 15, 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.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

Attn to:

Date: 17th November 2023

Ms. Kavya Sree Morusu
Flat No. 406, Amaravati Residency,
Adarsh Nagar Extension,
Anantapur, Andhra Pradesh-515002.

Email ID:- ugs207203_it.kavya@cbit.org.in

Subject: Offer to join Nemetschek India Private Limited (formerly MCS Solutions Pvt. Ltd.)

Dear **Ms. Kavya Sree**,

This is in reference to our conversation with you regarding your interest to work with Nemetschek India Private Limited (formerly 'MCS Solutions Private Limited') in India.

I am pleased to say that we have found you and your skills suitable for Nemetschek India Pvt. Ltd. (formerly 'MCS Solutions Private Limited') and would like to seek your services going forward. We are releasing this offer letter with terms of contract and employment, and you will be issued an "Employment Letter" upon your confirmation in the company.

You will be joining us as "**Trainee Developer**" in our office in Hyderabad. Upon your joining you will be paid **INR 28,000** stipend for first 3 to 4 months (approx.) during up till the completion of training period.

Post your training period, you will be assessed and given a salary in the bracket of **INR 600,000 to 650,000 based on your performance in training**. This will be communicated and confirmed after completion of your training.

We expect you to join Nemetschek India Private Limited.(formerly MCS Solutions Private Limited) located at C/O, Dev X Spaces, 4th floor, 'B' Wing, Purva Summit, Whitefield Road, HITEC City, Hyderabad, Telangana, India - 81" on or before **February 2024**, will update you the date soon.

We sincerely hope that this relationship will grow many folds in the best interest of each other. Kindly acknowledge this by signing a copy of this letter and returning it.

Best Regards,

**VISHAL
MANI** Digitally signed
by VISHAL MANI
Date: 2023.11.17
18:40:24 +05'30'

Vishal Mani

Managing Director

Nemetschek India Private Limited

1. TERMS AND CONDITIONS

- a. The term of this Agreement shall commence on your date of joining the Company and will continue until terminated by the Company or by You in accordance with this Agreement (the "Term").
- b. It's mandatory for the employee to work from office i.e. **Hyderabad**. Employee should be flexible to work in any shift if your role demands.
- c. This training duration is **three (3) to four (4) months** long from your date of joining. Your compensation will vary from INR **600,000 to INR 650,000** depending on your performance in the training period.
You will remain on probation for six (6) months and your continued employment in company will depend on successful completion of courses and learning objectives as scheduled in the training plan. Your services will be confirmed after completion of probation, which will be done by company management. Once you are confirmed you will be offered a position as "**Trainee Developer**" in Nemetschek India Private Limited (MCS Solutions Pvt. Ltd), Hyderabad office.
- d. Minimum employment commitment: As you are joining the company as a Trainee and the company will be imparting training to you, hence you agree to serve the company for a minimum period of **2 years and 10 months** (including 3-4 months training period) to cover the investments company will do for you. In case you leave the company during this period, you agree to pay **Rs. 2,50,000** and any other expenses incurred during the training like travel, external training expenses etc. During this period, company may revoke your employment in case your performance is not up to the mark or for any other business reason with immediate effect.

2. Notice period for separation

Notice period for separation will depend on the job confirmation status of employee and the reasons for separation.

- a. **Notice period during probation:**
 - i. Either party can terminate this employment by serving a notice of 15 days on the other during probation period
- b. **Notice period after job confirmation:** Either party can terminate this employment by serving a notice of 90 days on the other after job confirmation.
- c. Irrespective of the terms mentioned in 2(a) and (2b), the Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for causes like misconduct, gross negligence, willful insubordination or disobedience, misbehaviour or non-performance, Company may terminate your services

J.P.Morgan

03-Oct-2023

Laxmi Thodupunuri
H.NO:1-8-506/27, Prakash Nagar ,Begumpet , Hyderabad ,500016
Near Ramalingeshwara Swami Temple, Begumpet
-500016
HYDERABAD
Telangana
INDIA

Dear Laxmi,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

You will join us as an intern in the Software Engineer Program at JPMorgan Chase & Co., and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

A2. Internship Commencement Date

Your internship shall begin on 29-Jan-2024 ("Start Date") and shall continue, subject to the remaining terms of this agreement, until it terminates on 30-Jun-2024 ("End Date") without the need for notice, unless previously terminated by either party pursuant to paragraph 4 of Appendix B.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours

Your manager will assign you specific working hours, often during the Company's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

A4. Stipend

Your stipend will be INR75,000/- per month.

Relocation Lump Sum

You will receive an additional, one-time lump sum of INR100000("the Additional Sum") gross with your first stipend. This payment will be made to you in the first available payroll after you join the Company. You should be aware that this might be in the month of joining or the following month depending on your commencement date and when all necessary data is received. This is to assist with any relocation expenses you may incur prior to joining.

If you leave the internship or your internship is terminated for any reason, you must repay to the Company the Additional Sum on a pro-rated basis as set out below:

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason within three months of your date of commencement you must repay to the Company 100% of the gross amount of the Additional Sum

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason more than three months but within twelve months of your date of commencement you must repay to the Company 50% of the gross amount of the Additional Sum

If your internship period is less than 3 months and you leave the internship or your internship is terminated for any reason before completion of your internship period you must repay the Company 100% of the gross amount of the Additional Sum

A5. Probationary Period

Your internship will be subject to a probation period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

Date of Offer : 28-Jun-2024

Ms. NIKITHA BASA
7-2-49/A/6 ,Sanathnagar
First lane 3rd building, Rangareddy
Telangana - 500018

Subject: Appointment Letter

Dear NIKITHA BASA,

We welcome you to Coforge Ltd (hereinafter referred to as “**Company**”) and wish you the best in building a long and mutually rewarding career with us. We believe that it is the professionals like you who can build a world-class organization. The guiding principle behind our endeavour to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to offer you employment in the role of **ENGINEER TRAINEE** in the Company and your designation will be **GRADUATE ENGINEER TRAINEE**. Your joining location will be **Hyderabad** (“**Base Location**”). Your effective start date of employment will be 03-Jul-2024, or a mutually agreed and confirmed date to you in advance by your Talent Acquisition Manager (“**Effective Date**”),

We are pleased to offer you an Annual Total Compensation of INR 4,25,004.

This includes a Variable Compensation of INR. 21,250/-. The Variable Compensation may vary, depending upon the Company’s performance and your performance during each calendar year and governed by the variable compensation policy of the Company.

You will be initially reporting to **Pooja Khurana**, and any such person as notified to you from time to time.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in **Annexure B**. This Offer Letter along with Annexures A & B shall constitute the ‘Offer Letter’ and on your acceptance, this offer shall constitute a valid and binding ‘**Employment Agreement**’ between you and the Company.

You will also be governed by the rules, regulations, and practices of the Company which may change from time to time. In the event there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, policies, and practices of the Company, the prevailing rules, regulations, policies, and practices of the Company shall override the terms and conditions of employment in Annexure B.

Your compensation is highly confidential and must be kept so. If the need arises, you may discuss it only with your Manager or an HR representative.

We request you to join us on or before 03-Jul-2024. This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this letter. and if you fail to join us on the Effective Date.

In the event there is insufficiency in joining documents, the Company, at its sole discretion, may defer your DOJ. In the event, the joining documents are not submitted at all, the Company shall have the discretion to withdraw the offer letter.

The Company provides long-term career opportunities to its employees. We sincerely hope that you will grow with the Company.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Applicant Number : 23634904

Name : NIKITHA BASA

Band : Band 2

Designation : GRADUATE ENGINEER
TRAINEE

Benefit Plan : Plan Q

ANNEXURE A - Compensation & Benefits Details

A) Monthly Salary (INR.)	Basic	15,000
	HRA	7,500
	Flexi Basket	7,500
	Conveyance Allowance + LTA	796
	Gross Monthly	30,796
B) Annual Benefit (INR.)	PF (as per act)	21,600
	Mediclaim without Parents	10,507
	Life Insurance Premium	2,095
	Annual Benefits Total	34,202
C) Variable Compensation (INR.) (on achievement of 100% goals)		21,250
D) Annual Cost to Company (INR.)		4,25,004

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If you avail company provided car scheme, you shall be eligible for petrol and vehicle maintenance (up to a maximum of ₹ 25000/- per month), driver's salary (up to a maximum of ₹ 25000/- per month), based on the limits to be specified by you at the time of joining the company. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres) and ₹ 900/- per month for driver's salary is exempt from tax as per current rules. You may specify your petrol & driver limits depending on your estimated usage, immediately on your joining. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules. For company provided car availed cases, car perquisite will be deducted based on the car availed.
3. Variable Compensation shall be based on your Variable Compensation Plan, and the Company's Variable Compensation Policy. Employees joining in the last quarter of a financial year (January to March) are not eligible for Variable Compensation payout for that financial year.
4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
5. Life Insurance premium is towards the Life Cover for self as per the benefit plan and policy.

Benefits Offered – Plan Q

S No.	Benefit	Description	Benefit Limit
1	Special Dating Holiday	Additional Paid Leave either on your Birthday/Wedding Anniversary.	One Paid Leave as per your Date of Birth/Wedding Anniversary.
2	Leave Travel Allowance	Reimburse your travel expenses incurred on a holiday, and avail tax benefit on the same.	Maximum annual limit is up to one month's basic salary.
3	Insurance	<ol style="list-style-type: none"> Life Insurance Coverage Mediclaim Scheme with Floater Option of Self + 3 or Self + 5 with/without parents. Group Personal Accident Insurance Cover 	INR. 25,00,000/- INR. 1,50,000/- to INR. 30,00,000/- Accidental claim benefit as per GPAI policy
4	Executive Health-Check Up	Age between 35-40 years: Once in two financial years. Age between 40-45 years: Once in a financial year/ Once in two financial years with rollover benefit.	INR. 3,500/- Annually
5	Gratuity and Superannuation	As per Company Norms	As per Company Norms
6	Gym Facility/Allowance	Gym Facility on premises/ Allowance if gym facility is not available on premises.	Up to INR. 500/- per month
7	Company Leased Accommodation	Option to avail Company Leased Accommodation on rent.	As per Benefit Plan & CLA Scheme
8	iRefer	Referral Scheme that offers benefits to refer friends/acquaintances for suitable positions in the organization.	As per iRefer Policy

Acceptance

I, agree to accept the employment on the terms and conditions specified in this Employment Agreement and the Annexures.

Name:

Signature:

Place:

Date:



Coforge Limited

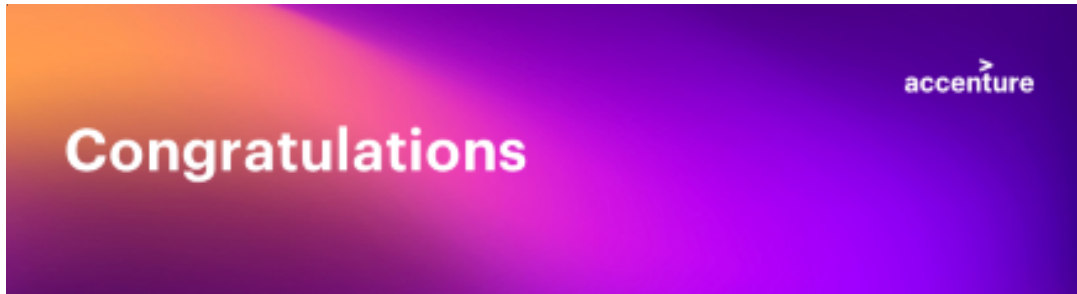
Special Economic Zone, Plot No. TZ-2 & 2A, Sector -
Tech Zone, Greater Noida (UP) - 201308, India
T: +91 120 4592 300 | F: +91 120 4592 301

Registered Office:

8, Balaji Estate, Third Floor,
Guru Ravi Das Marg, Kalkaji, New Delhi - 110 019,
India.
T: +91 11 41029 297 | F: +91 11 2641 4900

www.coforge.com

CIN: L72100DL1992PLC048753



07 May 2024

C06402625

Peesari Nishanka

45,Laxmi Elite Villas,Vampuguda,Sainikpuri

Dear Peesari Nishanka,

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

Management Level - 12

Job Title - **Advanced App Engineering Associate**

Job Family Group - **Software Engineering**

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

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

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

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

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

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

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 541,500/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 46,028/-
Annual Total earning potential (A+B)	INR 587,528/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 9,100/-
Notional Insurance Premium paid by Company	INR 14,000/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 610,628/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 8,100/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

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

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time

c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse /partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**

a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 50,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.



4 June 2024

To,

Pavithra Garneni
Flat no 301 Sai Ganesh Towers Oldage home road
Near Narayana High School
Kanuru
Vijayawada
520007

Dear Pavithra

Congratulations!!!

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

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

HSBC Software Development (India) Private Limited
Pune Business Bay, Tower B, Wing 2, Airport Road,
Yerwada, Pune – 411006

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

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

DESIGNATION

You shall be designated as Trainee Software Engineer.

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

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

DISCRETIONARY VARIABLE PAY

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

DEDUCTIONS FROM PAY

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

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

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

STATUTORY DEDUCTIONS

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

24/09/2024

Rameshwaram Priyanka
Hyderabad, Telangana, India

Reg: Offer of employment

Dear **Rameshwaram**,

We are pleased to offer you the position of **Associate Software Engineer I (IND)** at **Carelon Global Solutions India LLP** and your work location will **IND-TG-Hyderabad, Avance Business Hub**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **₹4,46,260.00 (Four Lakhs Forty Six Thousand Two Hundred Sixty rupees only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **21/10/2024** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Carelon Global Solutions India LLP on the Date of Joining. Carelon Global Solutions India LLP reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

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

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

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

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

Carelon Global Solutions India LLP

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

Annexure – A

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

Note:

- *Carelon Global Solutions endeavors to protect the health and safety of its employees and officers at all times. In this regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the Government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose planned, in that case you are mandated to sign an Indemnity-Cum-Undertaking indemnifying Carelon in case of adverse outcome due to your non-vaccination status and providing appropriate reason thereof for not fulfilling the requirements. Concealment of vaccination status, production of false documentation or non-compliance of the mandated Indemnity-Cum-Declaration shall result in immediate termination.*
- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your Total Cost.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Personal Accident and Term Life Insurance Coverage as per company policy.*
- *Notice period will be 3 months.*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar

Country Head

Carelon Global Solutions India LLP

Rameshwaram Priyanka

Date: 24/09/2024

Carelon Global Solutions India LLP

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



Offer: Computer Consultancy

Ref: TCSL/DT20245265122/Hyderabad

Date: 13/07/2024

Ms. Rajeshwari Panduga
Mp Deluxe Pg/Girls Hostel Santhosh Nagar,
Mehadhipatnam,
Hyderabad-500028,
Telangana.
Tel# -

Dear Rajeshwari Panduga,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential

TCSL/DT20245265122

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



GROSS SALARY SHEET

Annexure 1

Name	Rajeshwari Panduga
Designation	Assistant System Engineer-Trainee
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

+91 9701955900
www.modak.com

Dear Sanjana Kairamkonda

Email I'd -kairamkondasanjana3510@gmail.com
Contact No - 9381888831

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

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

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

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

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

**Annexure -
COMPENSATION and BENEFITS**

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

* The above Health Insurance Scheme is subject to revision.

modak

K. Sanjana



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

modak

K. Sanjana





09/05/2024

Dear **Kotipalli Sathvika**,

We are pleased to offer you a **6 Months** Internship with AcmeGrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: **20/05/2024** to **29/05/2024**

Internship Start Date: **30/05/2024**

Internship End Date: **30/11/2024**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 Lakhs + Incentives based upon your internship performance.

Working Hours: 8 Hours/day
Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with AcmeGrade, and will report on the mentioned training date.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
HR Head,
AcmeGrade Pvt. Ltd.

Welcome Onboard !!! - Everi India Pvt. Ltd

India People Operations <India.PeopleOps@everi.com>

Fri 7/19/2024 9:59 AM

To: SRAVYA SREE KOLLU <ugs207241_it.sravya@cbit.org.in>

Cc: Gubbala, Srinivas <srinivas.gubbala@everi.com>; Kandan, Shoba <shoba.kandan@everi.com>; INDIA IT <india.it@everi.com>; India People Operations <India.PeopleOps@everi.com>

Dear Sravya Sree Kollu,

Welcome Onboard !!!

We're delighted that you are joining us on **12th August 24**.

Here's an outline of what to expect on the day of your Onboarding:

- The Soft copies of all your pre-joining forms and documents will be verified.
- You will be delivered with office Desktop/Laptop with user details.
- We'll have a brief induction program on the basics like company products, etc.,
- We'll introduce you to your Supervisor and colleagues to brief you on the position and responsibilities.

You are required to report to office at **10 AM**.

Your Contact (HR): Purnima- 9885035123, Aruna- 9390385657

Venue:

Galaxy by Aurobindo Smart works Co-Working Space,

8th Floor, Hitech City,

Hyderabad, Telangana- 500019

Get Directions

Point of contact during your next steps with Everi:

Human Resource - india.peopleops@everi.com

Information Technology - india.it@everi.com

Administration - shoba.kandan@everi.com

Reporting Manager - srinivas.gubbala@everi.com

We want to ensure that you feel comfortable and hit the ground running.

We're confident that you'll be a real asset for our company.

Thanks & Regards,

India People Operations





Date: 22/08/2024

Name: Srija Esampalli

Address: 1-180 Kakarlapally, Manthani-505184

Dear Srija,

Offer of Employment

We are pleased to offer you a position as **“Software Developer”** at Accelerize 360 PVT LTD ("Company"), starting on 01/07/2024.

It is in conditions, as below:

By accepting this offer, you hereby authorize Accelerize 360 to use a third party for background vetting of your current and past employment, education, and criminal information provided by you. In case any information provided is false, or misleading information has been supplied, this could lead to immediate dismissal.

You will devote your best efforts to the performance of your job for the Company and shall work such hours as may be necessary for effectively discharging your duties towards the Company. While employed at the Company, you will not undertake any other activity requiring your business time and attention, nor support (by way of investment or otherwise) any activity that may be competitive with the Company's business or pose a conflict of interest with that business.

You will follow the Company's policies and procedures in the Employee handbook. As a condition of your employment, you will execute the Company's Proprietary Information and Inventions Agreement attached hereto and provide the Company with any legally required proof of your identity and such other documents and/or references as the Company may call upon you to furnish.

The Company reserves the right to amend and update the Employee Handbook from time to time and you will be bound by all amendments notified to you in writing. Amendments to your terms and conditions will be confirmed by The Company in writing and unless so confirmed will not be considered part of your employment contract.

During your employment, it may be necessary to expand your duties, within the general scope of your position, or change your function. The Company reserves the right to assign other duties to you at any time.



02/01/2024

Dear R Srija,

We are pleased to offer you a **6 Months** Internship with AcmeGrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: **22/01/2024** to **03/02/2024**

Internship Start Date: **04/02/2024**

Internship End Date: **04/08/2024**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day
Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with AcmeGrade, and will report on the mentioned training date.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
HR Head,
AcmeGrade Pvt. Ltd.

Date: September 23, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Bharath Kumar Dechu

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Bharath Kumar Dechu,

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 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.

ANNEXURE-3

Name : Bharath Kumar Dechu

Salary Grade : P1

Date : September 23, 2024

Components	INR. p.a.	INR. p.m.
Basic	180000	15,000
Bouquet of Benefits	131640	10970
Bonus	50400	4200
Base Salary (p.a.)	362040	30170
Variable Compensation	0	
Variable Compensation (p.a.)	0	
TTC (p.a.)	362040	
PF	21600	1800
Gratuity	8664	722
Mediclaime Premium (p.a.)	12929	1077
Retirals & Other Benefits (p.a.)	43193	3599
Cost to Company (CTC)	405233	33769

Medical Insurance Premium:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



03-Sep-2024

Dear Bharath Kumar Polaboina,
B.E., Information Technology
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 29854540

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

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

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

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

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

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

Please note:

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

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

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

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

Annexure A

Compensation and Benefits

Name: Bharath Polaboina	Designation: Programmer Analyst Trainee
--------------------------------	--

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

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

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

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

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

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

Welcome to the Firm !

Raghav, Somya <somyaraghav@kpmg.com>

Thu, 11 Jul at 4:43 PM

image



Dear Candidate,

It was a pleasure to offer you a position with us and looking forward to onboard you.

I, **Somya Raghav**, will be your Onboarding Buddy and will be available to address all your queries as a part of onboarding process.

Feel free to reach out to me for any query and question around the onboarding process. Sharing my details below for ready reference:

Email ID: Somyaraghav@kpmg.com

Contact: +91-9289528513

Meanwhile, please expect an email from kcheck.admin@kpmg.com with a K-check link for you to upload certain documents. This step is required for initiating your background verification. I would advise you to upload and "submit" all your documents within a week of receiving the email to avoid any delays. In case you have any doubts, please feel free to reach out to me.

I will constantly keep in touch to ensure that your onboarding experience is a pleasant and memorable one.



June 26, 2024

To,

Harshith Reddy Muthyala

Villa No 39, Bhuvi Villas, Beside Indur College, Ponnal, Siddipet, Telangana 502277

Dear Harshith,

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 15, 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.



Offer: Computer Consultancy

Ref: TCSL/DT20245265122/Hyderabad

Date: 13/07/2024

Ms. Rajeshwari Panduga
Mp Deluxe Pg/Girls Hostel Santhosh Nagar,
Mehadhipatnam,
Hyderabad-500028,
Telangana.
Tel# -

Dear Rajeshwari Panduga,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential

TCSL/DT20245265122

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

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.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- 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 ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

- 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.



GROSS SALARY SHEET

Annexure 1

Name	Rajeshwari Panduga
Designation	Assistant System Engineer-Trainee
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752




Subject to Pehowa Jurisdiction

GST number : 06AEFFS5110J1Z5

hr@spiderweb-tech.com 

www.spiderweb-tech.com 

Arunai Road, Pehowa-136128
Distt. Kurukshetra (Haryana) 

Date: 19-02-2024

Appointment Letter

To

Prajwal

We are pleased to offer you the position of **AI Developer** in **Spiderweb Technologies**.

1. Commencement of probation

Your probation will be effective as of **19/02/2024** to the condition that you accept this offer within 2 days otherwise this offer will stand cancelled. You will have to serve a probation period of 3 months. During Work from home, you have to arrange the Internet and Laptop/Desktop on your own. Company shall not be liable for any expenses.

2. Job title

Your job title will be **AI Developer**.

3. Salary

Your compensation will be as described in Schedule.

Ankur Garg (Partner)
94668-14740

Abhishek Singla (Partner)
93166-45607

Anshul Sood (Partner)
97668-03304



A SOFTWARE DEVELOPMENT COMPANY

Subject to Pehowa Jurisdiction

GST number : 06AEFFS5110J1Z5

hr@spiderweb-tech.com



www.spiderweb-tech.com



Arunai Road, Pehowa-136128
Distt. Kurukshetra (Haryana)



Salary	20,000 Rs. per month
House rent allowance	NA
Medical allowance	NA
Leave travel allowance	NA
Additional Benefits	NA
Performance incentive	NA
PF Contribution	NA

Ankur Garg (Partner)
94668-14740

Abhishek Singla (Partner)
93166-45607

Anshul Sood (Partner)
97668-03304

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

+91 9701955900
www.modak.com

Dear Panasa Rohanth Kumar

Email I'd - rohanth3panasa@gmail.com
Contact No -7993860263

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

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

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

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

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

**Annexure -
COMPENSATION and BENEFITS**

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

* The above Health Insurance Scheme is subject to revision.

modak



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





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

Mr. Kambala Prem Kumar
H.No: 8-13, Balapeta, Thallada, Khammam,
Khammam, 507167
India

Subject: Offer of Employment

Dear Kambala Prem Kumar:

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.

ANNEXURE A

Compensation and Benefits

During Training:

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

Post-completion of Training:

Name	Baimeedi Rishi Reddy
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	330396
Performance Linked Pay	48000
PF Employer Per annum	21600
Total CTC Sal per annum	400000

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

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

CtrlS Datacenters Limited

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

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

+91 9701955900
www.modak.com

Dear Panasa Rohanth Kumar

Email I'd - rohanth3panasa@gmail.com
Contact No -7993860263

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

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

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

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

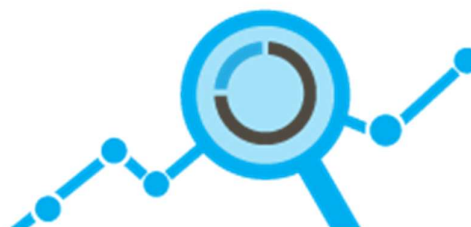
We congratulate you and wish you a successful career with us !

**Annexure -
COMPENSATION and BENEFITS**

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

* The above Health Insurance Scheme is subject to revision.

modak



PROBATION:

You shall be on a probation for initial Six months. Your performance will be reviewed at regular intervals during the probation period and at the end of the probation period, the decisions taken by Modak Analytics will depend on the evaluation of the outcome of this period. At its sole discretion, Modak Analytics may either

- (a) confirm your appointment if your performance is satisfactory (or)
- (b) extend your probation period for further evaluation (or)
- (c) terminate your employment with Modak Analytics, effective immediately, without any liabilities other than remuneration until the last date of employment.

TERMS AND CONDITIONS

1. **Non-Disclosure Agreement-** Modak Analytics works on very sensitive client data. As an employee of Modak Analytics you will be working on this data, and hence be required to sign an NDA with Modak Analytics.

2. **Employee Agreement:** From date of joining as an Intern you will need to give three years and three months of commitment. If you may leave before three years and three months from your date of Joining, you have to pay INR 5,00,000/- towards training cost to Modak Analytics LLP.

3. **Working Hours:** You may be required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. **Mobility (Relocation):** Modak Analytics reserves the right to relocate you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

5. **Compensation Structure/Salary components:** The compensation structure/salary components are subject to change as per Modak Analytics compensation policy from time to time at its sole discretion

6. **Increments and Promotions:** Effective on satisfactory performance and contribution to Modak Analytics. It will be an important consideration for salary increments and promotions, which is based on Modak Analytics Compensation and Promotion policy.

7. **Alternative Occupation/Employment:** You are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, during your internship or during full time employment without the prior written permission of Modak Analytics.

8. **Confidentiality Agreement:** As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Modak Analytics and its clients.

9. **Terms and Conditions:** The above terms and conditions are specific to India and are to subject to change in case of deputation on international assignments.



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





OFFICE ADDRESS
Office # 1701, 17th Floor. Aurobindo Galaxy,
Hyderabad Knowledge City, TSIC,
Raidurg, Opp to Ikea, Hyderabad, India - 500081
E: info@dazn.com
W: <https://media.dazn.com/en/>

STRICTLY PRIVATE & CONFIDENTIAL

LETTER OF OFFER

Date: 21st November 2024

Dear Saikumar Lanjapally
1-57/2, Bhakthalapuram(V),
Suryapet (DIST),
Telangana

On behalf of **DAZN Software Private Limited**, I am excited to issue this offer Letter of employment to you as **Streaming Support Engineer -Associate** based in **Hyderabad**.

Your Date of Joining **DAZN Software Pvt Ltd** is on or before **25th November 2024**.

You will be communicated the details of your role and responsibilities in the initial weeks of your joining. During your employment with **DAZN Software Private Limited**, you may be required to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in any work time shift, at allocated workspace and location as may be decided by the company.

As part of your annual compensation, you will receive a **Cost to Company (CTC)** of **Rs.6,90,200.00 (Rupees Six Lakh Ninety Thousand Two Hundred Only)**, including Fixed Salary, Allowances & an Annual Variable Bonus of **10%**. The quantum and applicability of bonus will be as per company policy and entirely at the discretion of the Management.

All roles within DAZN are given a Career Band that places them within the company's overall career structure and outlines the types of skill, knowledge, competence, and accountabilities required for roles at each level. Your role sits within our **Player Band**.

You will be on probation for a period of **3 months** (Three Months). On completion of the probation period, based on your performance evaluation / review, you will be converted as a confirmed employee. The notice period during the probation period will be 15 days on either side.

Your Salary Break-up is as given in **Annexure - A**

You are required to submit your Documents as mentioned in **Annexure - B** on your date of Joining.

Please sign and return a copy of this Letter of Offer as your Acceptance. Note that upon acceptance of this Offer Letter, it will be considered as your consent to us to conduct your Background Verification Check through our Empaneled Vendors.

Your offer may be withdrawn if you do not confirm your acceptance of this Offer within Three (3) business days or if you do not join on the proposed joining date.

Page 1 of 4

OUR TEAM SPIRIT



AMBITIOUS



INVENTIVE



PASSIONATE



BRAVE



SUPPORTIVE

Kota Sai Pranav
Hyderabad, Telangana.

Dear Kota Sai Pranav,

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.

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Kota Sai Pranav
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	



July 16, 2024

To,

Sai Sri Harsha Bojja

H No. 7-2-161, Ranaprathap Nagar, Janagam, Godavarikhani, Ramagundam, Peddapalli, Telangana, India, Pincode- 505209.

Dear Sai Sri Harsha Bojja,

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 **August 08, 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.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

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* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.



03-Sep-2024

Dear Sai Teja Kotla,
B.E., Information Technology
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 27046674

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

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

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

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

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

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

Please note:

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

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

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

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

Annexure A

Compensation and Benefits

Name: Sai Teja Kotla	Designation: Programmer Analyst Trainee
-----------------------------	--

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

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

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

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

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

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

12:18

5G



Offer Letter | Chakilam Saideep

Inbox



L&D Team 5 Oct 2023



to me, Surabhiie ▾

Dear **Chakilam Saideep** ,

Congratulations!!!

We are pleased to offer you the position of
"Associate Engineer" at **Cloud4C Services
Private 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.**



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237762

03 May 2024

Shreyan Karla

Dear Shreyan,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Restricted Stock Grant Addendum

03 May 2024

Dear Shreyan,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237762

03 May 2024

Shreyan Karla

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We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

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If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

Sutrave Sriharsha
Hyderabad, Telangana.

Dear Sutrave Sriharsha ,

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.
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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.

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Sutrave Sriharsha
Designation	Associate Engineer
Grade	LO
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	



June 26, 2024

To,

Lolam Srujan Kumar
5-115,Khudavandpoor,Nandipet,Nizamabad,Telangana,503212

Dear Srujan Kumar,

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 15, 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.

v. STATUTORY BENEFITS

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of employment and, if applicable, subsequent employment after completion of continuous service of at least four (4) years and 182 days with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund - You will be covered under Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from the monthly stipend.

ESIC (Employees' State Insurance Corporation) - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

vi. FLEXIBLE BENEFITS (For Tax exemption purpose):

You can utilize your other allowances mentioned in below Annexure-II for Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Allowance Type	Limit
Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
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Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

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Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237793

03 May 2024

Sunil Chinta

Dear Sunil,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Restricted Stock Grant Addendum

03 May 2024

Dear Sunil,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

10 May 2024

Baddam Uday Krishna Reddy
16-75/1,
Ibrahimpattam,
Karimnagar
505450

Dear Baddam,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Date: September 23, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: K Varun

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear K Varun,

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.

ANNEXURE-3

Name : K Varun Date : September 23, 2024

Salary Grade : P1

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

Varun Kedia
Hyderabad, Telangana.

Dear Varun Kedia ,

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.

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Varun Kedia
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	

Konda Venkata Ganesh
Hyderabad, Telangana.

Dear Konda Venkata Ganesh,

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.

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Konda Venkata Ganesh
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	



August 29, 2023

Venkata Raghava Reddy
HNo:2-94,Beside Government Hospital,
Ammireddipalle,Appareddipalli B.O,
Narayanpet- 509210, Telangana India
160120737120.venkatraghav@gmail.com
8688553116

Dear Venkata Raghava Reddy

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Your employment with Micron will commence on July 15, 2024. The commencement of your employment is subject to the conditions set out in **section 10** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

2. Position

Micron will employ you on a full-time basis in the position of Associate Software Engineer - IT ETD FS Dev, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the Senior Manager IT - ETD and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) the conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) if relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law if it continues beyond the probationary period.

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

- Basic Salary INR 375000
- House Rent Allowance INR 150000
- Special Allowance INR 225000
- Total INR 750000

Employer Provident Fund Contributions INR 45000

Benefits under Micron's Flexible Benefits Solution Plan INR 56000

Discretionary Incentive Target INR 75000

TOTAL INR 926000

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

Date: September 12, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Vishnudeo upadhyay

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Vishnudeo upadhyay,

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.

ANNEXURE-1

Eligibility Criteria - Engineering Candidates – 2024 Batch	
Qualification	B.E/ BTech/ ME/ MTech / MCA/ 5 Years Integrated CS & IT engineering branches only (all education in full-time/regular courses)
Branches	For UG (All branches of engineering) for PG (CS & IT engineering branches only)
Academic Gap	Not more than 2 years academic gap allowed. (SSC/HSC/Diploma/UG/PG)
SSC, HSC Percentages/CGPA	60% & Above OR Equivalent CGPA (aggregate of all semesters & subjects) <u>NOTE:</u> <ul style="list-style-type: none"> • Appropriate CGPA to percentage conversion to be considered as per the respective university norms. The scores of the Main or improvement exam would be considered as final. • For candidates who have pursued both HSC and Diploma, marks scored in the Diploma course will be considered.
Diploma (if applicable), Graduation Percentage/CGPA	<ul style="list-style-type: none"> • Aggregate of 60% & Above OR Equivalent CGPA • Aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears (Diploma, Graduation)	<ul style="list-style-type: none"> • At the time of the recruitment process, there must be no standing arrears in current education. • Initial results (% scores) declared would be considered for students awaiting re-evaluation results.
Nature of Course	All Full-Time Courses Only
Year of Passing	2024 Pass Outs Only
Citizenship	Should be an Indian National
Your College/Institution MUST be	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification	Not been involved in any court proceedings and/or convicted for any offence

ANNEXURE-3

Name : Vishnudeo upadhyay Date : September 12, 2024

Salary Grade : P1

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



June 19, 2024

To,

Manthri Laya Sree

H.No: 3-1-26, Market Road, Metpally, Dist:Jagityal, 505325 - Telangana

Dear Laya Sree,

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.



Personal & Confidential

Date: 16-07-2024

Sub: Offer Letter

Dear Nikitha Gowlikar,

With reference to the discussion, you had with us, we are pleased to offer you employment as an **React JS fresher intern**. This offer is contingent on the satisfactory completion of a background check. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per Income Tax norms.

To help Kitaab Technologies Private Limited meet its accelerated growth plan, we would appreciate your joining us not later than **22.07.2024**

You are requested to submit the following documents/certificates at the time of joining.

1. One set photocopies of all academic & Employment certificates
2. Copy of your passport
3. Passport Size photographs
4. Copy of your PAN

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. These Terms and Conditions of your offers mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to Kitaab Technologies Private Limited and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact aakanksha@kitaab.biz

Yours faithfully,

For Kitaab Technologies Private Limited

Authorized Signatory.

Acceptance

I hereby accept the position and terms and conditions of employment offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on **22-07-2024**

Signature:

Email:

KITAAB TECHNOLOGIES PRIVATE LIMITED

KITAAB TECHNOLOGIES PRIVATE LIMITED
SALARY BREAKUP SHEET

BREAK UP OF THE SALARY		Monthly	Yearly
Fixed	Basic Salary	Rs. 16,667	Rs. 2,00,000
	Dearness Allowance (DA)	Rs. 4,167	Rs. 50,000
	House Rental Allowance (HRA)	Rs. 8,333	Rs. 1,00,000
A	Gross	Rs. 29,167	Rs. 3,50,000
Allowances	Medical Allowance	Rs. 1,250	Rs. 15,000
	Conveyance Allowance	Rs. 1,600	Rs. 19,200
	Education Allowance	Rs. 400	Rs. 4,800
	Special Allowance	Rs. 7,250	Rs. 87,000
	Other Allowance	Rs. -	Rs. -
B	Reimbursements	Rs. 10,500	Rs. 1,26,000
C = A+B	Monthly Gross	Rs. 39,667	Rs. 4,76,000
company Contribution	P.F.	Rs. 1,800	Rs. 21,600
	Insurance	Rs. 200	Rs. 2,400
	Refundable Contribution	Rs. -	Rs. -
	Performance incentive	Rs. -	Rs. -
D	Liabilities	Rs. 2,000	Rs. 24,000
E = C+D	CTC	Rs. 41,667	Rs. 5,00,000
Deductions	P.F.	Rs. 1,800	Rs. 21,600
	E.S.I.	Rs. -	Rs. -
	Professional Tax	Rs. 200	Rs. 2,400
	Income Tax	Rs. -	Rs. -
F	Deductions	Rs. 2,000	Rs. 24,000
G = C-F	NET TAKE	Rs. 37,667	Rs. 4,52,000

Note: TDS applicable as per income tax act

Date: September 23, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Mathangi Swetha

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Mathangi Swetha,

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.

ANNEXURE-3

Name : Mathangi Swetha Date : September 23, 2024

Salary Grade : P1

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



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

6 May 2024

Yamani Bhavitha
1-63, Gundepudi,
Mandal Maripeda, Maripeda
Warangal,
506315

Dear Yamani,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/ Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

Re: Salesforce | Sr Exec Connect | CBIT Engagement

From: Nandini Rao Bodala

brao@salesforce.com

To: placements@cbit.ac.in

placements@cbit.ac.in

Sent: Wednesday, August 2, 2023, 8:19 PM

{Candidate(s) are Bcc'ed}

Dear Placement Team,

Thank you for your support during the
FY24(Class of 24) Intern hiring drive.

Congratulations 🎉👏 on the PPO, please find
the **compensation & benefits** details for the
intern convert(s).

D. Asritha	ugs205309_cse.asritha@cbit.org.in
Vaasuki Achampeta	ugs205230_cse.vaasuki@cbit.org.in
Sai Sahithi Kosaraju	ugs205228_cse.sai@cbit.org.in
Gayatri Piratla	ugs207322_it.gayatri@cbit.org.in

Kindly confirm the below checklists:

- *Share their acceptance within the next 24 offers*
- *Candidate(s) been signed out of any further hiring drive*
- *Offered candidate(s) degree completion is on 2024*

Compensation

- Base Pay: INR 18 L
- Performance Bonus: INR 1.8 L (10% of Base)
- Sign-on Bonus: INR 4 L
- RSU's: 25K USD (spread across 4 yrs.)

Benefits:

- Wellness Reimbursement_ INR 60,000 per annum
- Vision/Dental Reimbursement_INR 15,000 per annum
- Education Reimbursement_INR 3,50,000 per annum
- Relocation Benefits_14 days accommodation + INR 50,000 (if eligible & subjected to change basis the company norms)
- Additional Benefits

Note:- The following candidates will join us as an FTE in the next year between **June/July**. Soon they will receive their workday offers in a couple of weeks, kindly take action. We shall keep you posted on the next steps as we progress.

Joining Location

- Hyderabad/Bangalore

Please reach out if have any questions.

Regards,
Nandini Rao

On Fri, Sep 16, 2022 at 4:51 PM Placements
HEAD <placements@cbit.ac.in> wrote:

Dear Madam,
Cordial Greetings!!!
We acknowledge your mail and accept your terms and conditions.

On Fri, Sep 16, 2022 at 2:37 PM Sara Khan
<sara.khan@salesforce.com> wrote:

Sir, please confirm that they are blocked for Salesforce.

Thanks & regards,
Sara Khan
APAC Futureforce Recruiter
sara.khan@salesforce.com
[+91 720 790 6521](tel:+917207906521)

Date: September 18, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: Perumalla Harshitha

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Perumalla Harshitha,

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 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.

ANNEXURE-3

Name : Perumalla Harshitha

Salary Grade : P1

Date : September 18, 2024

Components	INR. p.a.	INR. p.m.
Basic	180000	15,000
Bouquet of Benefits	131640	10970
Bonus	50400	4200
Base Salary (p.a.)	362040	30170
Variable Compensation	0	
Variable Compensation (p.a.)	0	
TTC (p.a.)	362040	
PF	21600	1800
Gratuity	8664	722
Mediclaime Premium (p.a.)	12929	1077
Retirals & Other Benefits (p.a.)	43193	3599
Cost to Company (CTC)	405233	33769

Medical Insurance Premium:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Offer: Computer Consultancy

Ref: TCSL/DT20235133641/Hyderabad

Date: 17/09/2024

Ms. Jhansi Lavudya
My PearlsGandipet,
Gandipet,
Hyderabad-500075,
Telangana.
Tel# 91-7075627529

Dear Jhansi Lavudya,

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.

TCS Confidential

TCSL/DT20235133641

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



GROSS SALARY SHEET

Annexure 1

Name	Jhansi Lavudya
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

24-Jan-2024

Letter of Intent (“LOI”)

Dear **Pallavi Narsipuram**,

Congratulations!

We, Carelon Global Solutions are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a “**Associate Software Engineer I**” competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual Cost to Company (CTC) would be amounting to **INR. 446,260/- (Four Lakh Forty Six Thousand Two Hundred Sixty Rupees Only)** along with **INR 25,000/-** as joining bonus.

Please note that the above terms and conditions are subject to change at the company’s discretion, without any prior intimation. Based on your acceptance of this LOI and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining.
- Joining location.
- Other terms and conditions.

The date of joining and the location of posting will be based on business requirements. Carelon Global Solutions solely reserves the right to make any changes to the date of joining and the location of posting.

You may note that this letter should neither be construed as an Offer of Employment from Carelon nor should it in any manner confirm our obligations to make you an offer of employment. We may, any time revoke this Letter of Intent considering incomplete documentation, failure to fulfil the eligibility criteria, background verification at our discretion.

Here is wishing you a successful career with Carelon Global Solutions. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar
Country Head
Carelon Global Solutions LLP

Pallavi Narsipuram
Date:

If you have queries or concerns, please reach us at excelerate@carelon.com.

Carelon Global Solutions India LLP

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



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

23 April 2024

Mittapelly Sai Nikhitha Reddy
10-127, Street No-4, Mallaiah Nagar Colony, Chengicherla,
Medchal-malkajgiri
Boduppal
500092

Dear Mittapelly,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/ Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

J.P.Morgan

03-Oct-2023

Santoshi Borapareddy
H.no 1-9-129/23/c/14 ,Street no :23,Ramnagar,Hyderabad
-500020
HYDERABAD
Telangana
INDIA

Dear Santoshi,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

You will join us as an intern in the Software Engineer Program at JPMorgan Chase & Co., and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

A2. Internship Commencement Date

Your internship shall begin on 29-Jan-2024 ("Start Date") and shall continue, subject to the remaining terms of this agreement, until it terminates on 30-Jun-2024 ("End Date") without the need for notice, unless previously terminated by either party pursuant to paragraph 4 of Appendix B.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours

Your manager will assign you specific working hours, often during the Company's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

A4. Stipend

Your stipend will be INR75,000/- per month.

Relocation Lump Sum

You will receive an additional, one-time lump sum of INR100000("the Additional Sum") gross with your first stipend. This payment will be made to you in the first available payroll after you join the Company. You should be aware that this might be in the month of joining or the following month depending on your commencement date and when all necessary data is received. This is to assist with any relocation expenses you may incur prior to joining.

If you leave the internship or your internship is terminated for any reason, you must repay to the Company the Additional Sum on a pro-rated basis as set out below:

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason within three months of your date of commencement you must repay to the Company 100% of the gross amount of the Additional Sum

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason more than three months but within twelve months of your date of commencement you must repay to the Company 50% of the gross amount of the Additional Sum

If your internship period is less than 3 months and you leave the internship or your internship is terminated for any reason before completion of your internship period you must repay the Company 100% of the gross amount of the Additional Sum

A5. Probationary Period

Your internship will be subject to a probation period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement



June 26, 2024

To,

Shivathmika Pavusetty
1-4-69 Shikhar Khan Gadda, Ellandu Road, Mahabubabad, 506101

Dear Shivathmika,

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 15, 2024**.

2. DESIGNATION: Junior Software Test Automation 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.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.



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 11, 2024

Ms. Shaini Sindhu
H.No.: 4-3-202/1, Plot No: 68, Sai Colony, Hayathnagar,
Hyderabad, 501505
India

Subject: Offer of Employment

Dear Shaini Sindhu:

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.

Annexure A**Ms. Shaini Sindhu****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/-....



Shaini Sindhu

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

Strictly Private and Confidential

Date: 03-06-2024

To,
Veeramalla Sravanthi,
Hyderabad.

Offer of Employment

Dear Veeramalla Sravanthi,

Congratulations!

1. With reference to your application and subsequent interview, we are pleased to offer you **the position of "Trainee Software Engineer" with Winfo Solutions Private Limited ("Company")** as per the terms and conditions given below.
 - a. Your Total Remuneration shall include 2 components: Salary + Performance Bonus.
 - b. Your total Annual Compensation with respect to Salary would be **Rs. 4,00,000 per annum (Rupees Four Lakhs only/)**, the breakup of which has been provided in Annexure - II to this offer of employment and shall be subject to tax and other statutory deductions. It is hereby clarified that there shall be no increase in the annual remuneration upon the confirmation of your probation.
 - c. Your Place of duty will be at our Hyderabad Office. However, you need to be flexible to move outside of Hyderabad as and when needed as a part of your duties & responsibilities.
2. Your appointment will be under probation initially, for a period of 6 months from the Date of Joining (*defined below*). Your performance shall be evaluated on a monthly basis during this probationary period.
3. At any time during your probationary period, Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.
4. After the completion of the probationary period, based on the monthly performance evaluation, your services may either be confirmed, or your probation may be extended.

ANNEXURE –II
CTC Breakup

Total Cost to Company - TCTC	33,333.00	4,00,000.00
Variable Component		40,000.00
Salary Components (Taxable)	Monthly	Annual
Basic Salary	12,000.00	1,44,000.00
HRA	4,800.00	57,600.00
Children Education Allowance	800.00	9,600.00
Spl Allow	10,023.00	1,20,276.00
Gross Salary	27,623.00	3,31,476.00
Flexi Benefits (Tax-exempt to the extent of bills submitted, otherwise taxable)		
Vehicle Maintenance	-	-
Driver Salary	-	-
Leave Travel Allowance	-	-
Mobile & Internet	-	-
Sodexo Coupons	-	-
Gift Voucher	-	-
Professional Attire	-	-
Professional Development	-	-
Flexi Benefits	-	-
Statutory Deductions & Other Benefits		
Employer PF @ 12%	1,800.00	21,600.00
Employer NPS (u/s 80CCD2)	-	-
Employer ESIC @ 3.25%	-	-
Gratuity	577.00	6,924.00
Statutory Deductions & Other Benefits	2,377.00	28,524.00
Variable Component		-
Performance Bonus	-	40,000.00
Total Variable Pay	-	40,000.00
Total Cost to Company - TCTC	30,000.00	4,00,000.00



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 11, 2024

Ms. Mangaiahgari Vaishnavi
H.No.3-26/1/A , Gokul Nagar Colony,
Patancheru, 502319
India

Subject: Offer of Employment

Dear Mangaiahgari Vaishnavi:

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 FIXED TERM EMPLOYMENT CONTRACT IS MADE ON 29 November 2023

BETWEEN:

ROOFOODS PRIVATE LIMITED of 2nd Floor, SKYVIEW 10, The Skyview Sy No. 83/1, Raidurgam, Hitech City, Main Road Hyderabad, Hyderabad TG 500081 ("**we**", "**us**", the "**Company**"); and

Akkala Varsha of 2-43 sai nagar colony, chaitanyapuri, Hyderabad, Telangana-500060 ("**you**").

1. STARTING WITH DELIVEROO

1.1. Your employment will start on 8 January 2024 for a fixed term period of 6 Months which, unless terminated in accordance with the remaining terms of this agreement, will automatically end on 30 June 2024 (the "**Expiry Date**"). No previous employment will count when calculating your length of service. You confirm:

1.1.1. there is nothing that restricts you from starting employment with us or carrying out your role;

1.1.2. you have the right to work in India and have provided us with copies of all documentation evidencing that right, and have disclosed all material and relevant information to us which may affect your employment with us, currently and in the future. You will notify us immediately if this changes. You also confirm that all facts that you have disclosed to us are true and accurate to the best of your knowledge.

2. BACKGROUND CHECKS AND MEDICAL VERIFICATION

We may also conduct certain background checks and other medical verifications before confirming your employment with us, and also from time to time during the course of your employment. You hereby consent to us collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment, including without limitation, for the purposes of background checks and medical examination. You also consent to us transferring such personal information within our departments and to any Associate Companies, including to other States, territories or countries as required by law or for internal administrative purposes. We confirm that except for these purposes (or if required under applicable law), the Company will not disclose to any third party or otherwise use in any manner, your personal information, without seeking prior consent in this regard.

3. WHAT WE EXPECT FROM YOU

3.1. Your job title will be Software Engineer- Intern, but we may change it or your reporting line if we consider it necessary. You agree to perform duties normally associated with your role and any other duties we may reasonably require. Your Job Level is 3.

3.2. During your employment you will:

3.2.1. perform your duties to the best of your ability;

3.2.2. comply with all reasonable instructions we give you and all of our rules, policies and regulations that may be in force from time to time (including, but not limited to, the Delegated Authority Policy, IT Security Policy, Acceptable Use Policy, and Anti-Bribery and Corruption Policy);

3.2.3. promptly disclose to us any material breach by the Company or any Associated Company of any legal or applicable regulatory obligation, any material financial mismanagement or any other malpractice

limited to:

1. lists of or details about any of our partners or customers (including their names, addresses, contacts, business status and needs);
2. details of our existing or prospective relationships or arrangements with business partners, suppliers or customers (including terms of business and pricing arrangements);
3. details of our business methods and processes, policies, finances, legal affairs, accounting, funding, prices, costs/margins pricing strategy, marketing, market research, experiments, advertising plans, product design, product plans, development or management plans, strategies or forecasts and plans, including growth or new market launch plans;
4. personal, non-public information about our staff or employees (including information relating to their skills, compensation or benefits);
5. technical and design information relating to our products or services, and algorithms or, computer program code, in source or in object form, as created, owned or licensed by or on behalf of us or any Associated Company, including but not limited to any derivative work related to any computer program code licensed by us or any Associated Company;
6. any other information divulged to us by a third party in confidence; and
7. any other information or matter which is not in the public domain but relates to our affairs or those of any of our business contacts.

“**Documents**” means notes, memoranda, computer drives, disks, tapes or memory or any other medium, whether or not eye readable, on which information (whether or not Confidential Information) may from time to time be referred to, written or recorded.

8. The headings in this agreement are for convenience only and have no legal effect.

I agree to the above:

Roofoods Private Limited

X _____

Signatory: Rupesh Vanama

Email of signatory: rupesh.vanama@deliveroo.com

Timestamp: [empty signing timestamp]

Akkala Varsha

X  _____

Signatory: Akkala Varsha

Email of signatory: varsha.cbit@gmail.com

Timestamp: Wednesday, 29 November 2023 06:59 UTC

For and on behalf of **Roofoods Private Limited**

SCHEDULE 1 – REMUNERATION

Particulars	Percentage breakdown	Monthly	Annually
COMPONENTS		INR	INR
Gross monthly salary:			
Basic Pay	40% of Fixed Salary	30,000.00	360,000.00
Housing Rent Allowance	40% of Basic Pay	12,000.00	144,000.00
Leave Travel Allowance	10% of Basic Pay	3,000.00	36,000.00
Food Voucher	N/A	2,200	26,400
Telecom Expenses	N/A	1,400	16,800
Internet Expenses	N/A	1,400	16,800
Special Allowances	Remainder	25,000.00	300,000
Total Fixed Salary		75,000.00	900,000

SCHEDULE 2 - INTELLECTUAL PROPERTY

It is our general policy to support you if you wish to contribute to personal projects outside of your employment, provided you do this outside your normal working hours, and in doing so you do not use our or any of our Associated Companies' property (including but not limited to office issued laptops, devices and email account(s)) or Confidential Information, and it does not interfere with your performance of your duties and it does not prejudice our commercial interests.

Except as detailed below, we will not make any claim on your contributions to such projects provided that they are not Relevant Works (as defined below). If you are unsure whether a contribution might be a Relevant Work or might prejudice our commercial interests then you should seek our written opinion before commencing any such project.

1. You agree that the nature of your duties and responsibilities mean that you are under special obligations to further our interests and so you:
 1. agree that all Relevant Works (including all Intellectual Property Rights in the Relevant Works) belong to us from their date of creation exclusively, absolutely and perpetually, on a worldwide basis;

June 17, 2024

Mr. Akhil Reddy Vancha
Hyderabad
Email: akhilreddyvancha.cbit@gmail.com
Mobile: +91- 9391407084
Subject: Offer of Employment

Dear Mr. Akhil Reddy Vancha ,

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

Annexure A		
Name	Akhil Reddy Vancha	
Designation	Software Engineer	
Salary Head	Description	
	Monthly	Annual
Earnings		
Taxable Component		
Basic Pay	22,879	2,74,548
HRA	9,152	1,09,819
Transportation Allowance	1,600	19,200
Special Allowance	6,864	82,364
Non Taxable Component		
Lunch Allowance	2,200	26,400
LTA	1,907	22,879
Gross	44,601	5,35,211
Deductions		
Provident Fund	As per Law	
Professional Tax	As per Law	
TDS	As per Law	
Lunch Allowance	2,200	
Other Benefits		
Annual Medical Insurance Premium		30,000
Gratuity		13,199
Provident Fund (Employer's Contribution)	1,800	21,600
Performance Bonus		1,00,000
CTC		7,00,000

Applicable tax will be deducted as per IT act



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.

Annexure

Components	Per Annum	Per Month
Basic	2,28,480	19,040
HRA	1,14,240	9,520
Bonus (Statutory)	16,800	1,400
Other Allowances	4,02,078	33,506
Gross	7,61,598	63,466
PF - Employer's Contribution	27,418	2,285
Gratuity	10,985	915
Fixed Compensation	8,00,000	66,666
CTC	8,00,000	66,666

d

* You can opt for Flexible Benefits as mentioned in Clause 16(vi).

The above Compensation Philosophy is subject to change on the discretion of the management.

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

+91 9701955900
www.modak.com

Dear Harshavardhan Chvs

Email I'd - harshach3333@gmail.com
Contact No -7569264322

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

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

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

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

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

**Annexure -
COMPENSATION and BENEFITS**

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

* The above Health Insurance Scheme is subject to revision.

modak



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





Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237576

03 May 2024

Kashyap Reddy Nangi

Dear Kashyap Reddy,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Restricted Stock Grant Addendum

03 May 2024

Dear Kashyap Reddy,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

Goldman Sachs Services Private Limited
Opel | Salarpuria Sattva Knowledge City | Hi-Tec City | Hyderabad - 500081 | India



Registered office: Helios Business Park | 150 Outer Ring Road | Kadubeesanahalli
Bengaluru - 560103 | India
Tel: +91 80 4127 1600 | Fax: +91 80 4127 1601
CIN: U72400KA2003PTC032606

October 26, 2023

Krishna Guptha Yanduri

Pillar number 50, House Number 50, Saptagiri Nagar
Mehdipatnam
Hyderabad
Telangana
India
500001

Dear Krishna Guptha,

We are delighted to offer you employment with Goldman Sachs Services Private Limited – Hyderabad (“GSSPL” or “the firm”) as an Engineering Analyst in Controllers in Hyderabad.

The enclosed Statement of Terms and Conditions of Employment (“your Statement”) sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- you joining the firm on the joining date that shall be communicated to you in writing by the firm, which shall not be later than July 29, 2024.
- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks, including providing accurate and complete information for the same.
- you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm, including any applicable non-compete or non-solicit agreement with your prior employer.
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment

India Compensation & Benefits Structure

Please note, the below summary does not form part of your terms and conditions of employment and is provided for illustrative purposes only. The benefits may change from time to time at the discretion of the firm.

To assist you in reviewing the offer we have made to you we set out below a summary of the compensation and benefits structure which will be afforded to you should you accept the offer of employment with the firm. For specific information regarding compensation and benefits you should refer to the terms and conditions of your employment or the firm's policies and procedures as appropriate.

Components of Cost to Company (CTC)

Components	Definition	Figures
Basic Salary	Basic Salary payable monthly	INR 875,000
Housing Allowance	40% of your annual Basic Salary payable monthly	INR 350,000
Employer's Provident Fund	Firms contribution towards the Employees Provident Fund Scheme at the rate of 12% of your annual Basic Salary	INR 105,000
Transport Allowance(1)	Transport Allowance payable monthly	INR 19,200
Special Allowance	Allocations(2) may be made from Special Allowance as per the India Income Tax guidelines. Any unallocated amount will be paid out monthly after deduction of applicable taxes	INR 400,800

(1)For persons with disabilities, allowance per the Income Tax guidelines will apply.

(2)Leave Travel Allowance (LTA) up to 12.5% of Basic or INR 75,000 per annum whichever is lower.

Telephone bills reimbursement – up to a max of INR 24,000 per annum.

National Pension System - up to max 10% of Basic Salary per annum.

The composition of the Special Allowance may be changed by the firm at any time and is subject to annual review.

Provident Fund - in accordance with the law in India the firm pays 12% of the 'basic salary' to the provident fund. A contribution of 12% is required to be paid by both the employer and the employee. The amount shown in the CTC is the contribution by the employer. There will be a monthly deduction of a similar amount from your pay covering the required employee contributions.

[This space is intentionally left blank.]



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

20 May 2024

Manoj Kumar Paliviri
Flat No.101,S. No. 183 Addagutta Society, Kukatpally
Kukatpally, Kukatpally, Medchal Malkajgiri
Medchal Malkajgiri
500085

Dear Manoj,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/ Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or



Barclays Global Service Centre Private Limited

DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

14 May 2024

Medavarapu Nikhil
My Home Vihanga, 12-506, TNGOS Colony Road,,
Near Q City, Gachibowli, K.v. Rangareddy
K.v. Rangareddy
500032

Dear Medavarapu,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/ Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

Valthati Prashanth,
2-11-123/2, Srinagar Colony
Uppal,
Hyderabad, Telangana

On behalf of Keyloop India Private Limited (group company of Keyloop or the “Company”), I am pleased to extend to you an offer of employment for the position of **Associate Software Engineer**

Dear **Prashanth,**

. Your annual Gross (CTC) will be **INR 600000 (Rupees Six Lakhs Rupees only)**.

We look forward to you, joining us on or before **1st July 2024**

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment, you are required to complete and properly execute the

- Keyloop Employment Agreement attached hereto as Annexure-B;
- Keyloop Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 3 days.

LOCATION

You will be based at the Company premises in Hyderabad but may be required to work at any such premises as may be notified to you by the Company.

Yours Sincerely,
For Keyloop India Private Limited



Shrija Narayan Kariveetil
Country HR Manager, India

Compensation-Annexure-(A)

Compensation	Monthly (In INR)	Annual (In INR)
Basic	20,000	240,000
House Rent Allowance	8,000	96,000
Conveyance Allowance	1,600	19,200
Broadband/Internet	1,000	12,000
Statutory Bonus	2,000	24,000
Special Allowance	8,038	96,456
Total Allowances - A	40,638	487,656
*Flexible Benefit Plan – B	6,000	72,000
PF Contribution-Employer	2,400	28,800
**Gratuity	962	11,544
Total Retirals - C	3,362	40,344
Total Fixed Compensation (A+B+C)	50,000	600,000
Gross Cost to Company (A+B+C)	50,000	600,000

For Keyloop India Private Limited

Shrija Narayan Kariveetil

Country HR Manager, India

ACKNOWLEDGEMENT

I accept your offer of employment and will report on (“Effective Date”) 1/7/2024

Valthathi Prashanth



Deloitte Consulting India Private Limited
Unit 201-206, Fairmount, High Street, Hiranandani
Business Park, Powai, Mumbai Suburban, Maharashtra –
400076, India

Tel: +91 022 61137000
www.deloitte.com

Jun 17, 2024

Mr. Sai Sarath Chandra Kavuluru
H.No:3-9-278/2, Saraswathi Nagar Colony, Chintalkunta Checkpost, L B Nagar,
Hyderabad, 500074
India

Subject: Offer of Employment

Dear Sai Sarath Chandra Kavuluru:

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 **Mumbai**.

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.

Annexure A**Mr. Sai Sarath Chandra Kavuluru****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/-....



Sai Sarath Chandra Kavuluru

Mumbai

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 **Unit 201-206, Fairmount, High Street, Hiranandani Business Park, Powai, Mumbai Suburban, Maharashtra – 400076, 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



Jun 17, 2024

Mr. Sai Sarath Chandra Kavuluru

**H.No:3-9-278/2, Saraswathi Nagar Colony, Chintalkunta
Checkpost, L B Nagar,**

Hyderabad, 500074

India

Training Agreement

Dear Sai Sarath Chandra Kavuluru:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 15, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

By:

4FCBBA075B794CA...

Signature

Authorized Signatory



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

Offer Letter

Date: 22/11/2023

To Sai Sathvik Rachakonda

Employee Code: PS18878

Dear Sai

Sub: Offer Letter

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

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

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

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

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

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

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	7000	84000
Gross Salary	32400	388800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		6,50,400

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	Targets
Domestic	Rs 100000
UAE	\$1500
USA	\$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily Attendance in office and should have completed one whole month in the system.

Annexure – B

1. Personal Particulars:

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

2. Probation

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy



02/01/2024

Dear **Gundumalla Sai Teja**,

We are pleased to offer you a **6 Months** Internship with AcmeGrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: **22/01/2024** to **03/02/2024**

Internship Start Date: **04/02/2024**

Internship End Date: **04/08/2024**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day

Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship

Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with AcmeGrade, and will report on the mentioned training date.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
HR Head,
AcmeGrade Pvt. Ltd.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237589

03 May 2024

Kondlepu Saiteja

Dear Kondlepu,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Vinodh Pushparaj (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**

A handwritten signature in blue ink, consisting of a stylized, cursive name that is difficult to decipher, followed by a long horizontal line extending to the right.

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building, TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

Offer and Appointment Letter

Date: 10/06/2024

Private & Confidential

Shiva Theja Lyakajigari

H.No.:3-1-28, Subhash Road, Near Gandhi Chowk
Sadasivpet 502291, TelanganaIndia

Hyderabad

Dear Shiva Theja

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

- 1. Designation:** Software Engineer, **Grade 5**
- 2. Start Date:** As agreed, your start date will be 08/07/2024. Please meet with our Human Resources representative at 9:30 am on the effective date for a new hire orientation. This effective date will be considered by Gap to calculate the tenure of your employment with Gap and all other statutory benefits to which you may be entitled.
- 3. Compensation:** Your annual gross base remuneration will be ₹9,36,000.00 per year, subject to deduction of tax at source to be paid to you in accordance with Gap's normal payroll practices. The detailed break-up of salary, allowances and benefits is as follows and is also illustrated in Annexure I
- 4. Company Bonus.** Based on your position as Software Engineer you will participate in the Company Bonus Plan. The Company Bonus Plan is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives as well as individual performance. You are eligible to participate in the program for fiscal 2024 (February 2024 - January 2025). Under the current program, your annual target bonus will be 8% of your base salary. Depending on results and your individual performance, your actual bonus can range from 0 – 200% of target. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2024 are scheduled for payment in March 2025 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to income tax withholding.
- 5. Place of Work:** Your principal place of employment shall be at Hyderabad, India. You may from time to time be required to work at or from or undertake travel to any other office, branch or location as directed by Gap, within or outside India. Gap reserves the right to transfer you from one location or city to another or to an affiliate or group entity.

10-Jun-2024 11:31 AM

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building , TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

This Agreement shall be governed and interpreted according to the laws of India. The courts at Hyderabad shall have the exclusive jurisdiction to entertain any dispute, controversy, claim or breach arising out of or in relation to this Agreement, including any questions, issues or disputes concerning its existence, validity or termination.

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

This Agreement and any schedules hereto constitute the entire understanding relating to terms of employment between you and Gap and supersede all prior offers, agreements, statements or representations, written or oral between the parties. Further, you acknowledge and agree that, as of the date of this Agreement, you have no former claims of any nature, whatsoever against Gap. Again; we are delighted that you have decided to join us. On behalf of Gap and the staff, I would like to extend a very warm welcome and look forward to working with you

After reviewing the Agreement as stated here, please sign and return the duplicate of this Agreement as confirmation. In the meantime, if you have any further questions, please feel free to contact us.

Yours sincerely,
Peggy Li

I have read and understood and accept all the terms and conditions outlined above and agree to abide by the same.

Shiva Theja Lyakajigari

10/06/2024

Annexure 1

Grade: 5

Name: Shiva Theja Lyakajigari

Designation: Software Engineer

Date of Joining: 08/07/2024

Salary (Monthly) INR

Basic Salary: ₹31,200.00

House Rental Allowance: ₹15,600.00

Leave Travel Allowance: ₹3,120.00

Special Allowance: ₹28,080.00

Monthly Gross Base: ₹78,000.00

10-Jun-2024 11:31 AM

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building, TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

Salary (Yearly) INR

Basic Salary: ₹3,74,400.00

House Rental Allowance: ₹1,87,200.00

Leave Travel Allowance: ₹37,440.00

Special Allowance: ₹3,36,960.00

Annual Gross Base: ₹9,36,000.00

Retirals and Car Allowance (Monthly) INR

Provident Fund: ₹3,744.00

Gratuity: ₹1,501.00

Bonus

Company Bonus: 8%

Retirals and Car Allowance (Yearly) INR

Provident Fund: ₹44,928.00

Gratuity: ₹18,012.00

Bonus

Company Bonus: 8%

Initial Bonus. You will receiving an initial sign-on-bonus (Initial Bonus) of ₹1,00,000.00 - with the first monthly payroll that is processed after the commencement of your employment. This will be process as Taxable income and is subjec to taxes. In the event, you voluntarily terminate your employment, or your employment is terminated for cause of you will be request to repay the initial bonus on or before your working day if the termination occurs before your first employment anniversary. In such an event the extent permitted by the law, the company reserves the right to deduct the initial Incentive bonus from any monies due to be paid to you. The term "for Cause" shall mean a good faith determination by the company that your employment be terminated for any of the following reason : (1) Commission of any crime involving theft, fraud, or moral turpitude; (2) engaging in gross neglect of duties, including willfully failing or refusing to implement or follow company direction ; or (3) breaching company policies and procedure, but not limited to the code of Business conduct , provisions of your employment agreement.

10-Jun-2024 11:31 AM



Copart India Private Limited
4th Floor, Building 3B Raheja Mindspace,
Madhapur IT Park TS/IC HITEC City,
Hyderabad, Rangareddi, Telangana -500081

PRIVATE AND CONFIDENTIAL

OFFER LETTER

May 20th 2024

SENT VIA EMAIL TO: **Srinath Kothapally Reddy**

Email: Srinathreddy200230@gmail.com

Mobile No: +91-7981602417

Dear **Mr. Srinath Kothapally Reddy,**

Congratulations!!! Thank you for your interest in Copart India Private Ltd. (CIC) in Hyderabad. We are

pleased to offer you the position of an **'Intern'** in Copart India Pvt. Ltd. Your work location will be CIC, Hyderabad. Your offer with Copart India Private Ltd. (CIC) is for a period of 6 months, with the following terms and conditions:

1. The date of commencement of assignment will be **May 22nd 2024**.
2. The details of the assignment to be carried out will be conveyed to you, from time to time. However, you will be required to work exclusively for Copart India Private Ltd. (CIC).
3. You will devote your energy, knowledge, and expertise for discharging assignments given to you.
4. During your internship, we will be pleased to pay you an internship allowance of Rs. **20,000** (Rupees Twenty Thousand only) per month (Subject to deduction of tax at source as applicable).
5. At no time, you shall divulge our trade secrets or business information to any outsider.
6. This arrangement is liable to be terminated by either side, at any time, by giving seven days' prior notice in writing without assigning any reason whatsoever and no compensation in lieu thereof shall be payable. After completion of 3 month's period, you will be assessed and accordingly your internship will be extended for next 3 months, at the end of 6th month you will be reviewed by the Reporting Manager for final selection. If selected, you would be given a Fulltime Position with Copart India Private Ltd..

Please confirm your acceptance of our employment offer by **May 21st 2024**. Look forward to you being a part of Copart India Pvt. Ltd.

Srinath Kothapally Reddy

Rakhi Ranjan
Sr. Manager - Human Resources
Copart India Pvt. Ltd.

Position Accepted

Hyderabad, India



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237722

03 May 2024

Sai Krishna Puni

Dear Sai Krishna,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

**Sriramoju Sukumar,
Plot no -787, Shivasai Colony Road No - 17
Pasmamula, Hayath nagar,
Hyderabad,Telangana 501505**

On behalf of Keyloop India Private Limited (group company of Keyloop or the “Company”), I am pleased to extend to you an offer of employment for the position of **Associate Software Engineer**

Dear **Sukumar**,

. Your annual Gross (CTC) will be **INR 600000 (Rupees Six Lakhs Rupees only)**.

We look forward to you, joining us on or before **1st July 2024**

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment, you are required to complete and properly execute the

- Keyloop Employment Agreement attached hereto as Annexure-B;
- Keyloop Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 3 days.

LOCATION

You will be based at the Company premises in Hyderabad but may be required to work at any such premises as may be notified to you by the Company.

**Yours Sincerely,
For Keyloop India Private Limited**



**Shrija Narayan Kariveetil
Country HR Manager, India**

Compensation-Annexure-(A)

Compensation	Monthly (In INR)	Annual (In INR)
Basic	20,000	240,000
House Rent Allowance	8,000	96,000
Conveyance Allowance	1,600	19,200
Broadband/Internet	1,000	12,000
Statutory Bonus	2,000	24,000
Special Allowance	8,038	96,456
Total Allowances - A	40,638	487,656
*Flexible Benefit Plan – B	6,000	72,000
PF Contribution-Employer	2,400	28,800
**Gratuity	962	11,544
Total Retirals - C	3,362	40,344
Total Fixed Compensation (A+B+C)	50,000	600,000
Gross Cost to Company (A+B+C)	50,000	600,000

For Keyloop India Private Limited

Shrija Narayan Kariveetil
Country HR Manager, India

ACKNOWLEDGEMENT

I accept your offer of employment and will report on (“Effective Date”) 1st July,2024

Sriramoju Sukumar



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential
Reference ID: 237806

04 May 2024

Syed Lukman Ahmed

Dear Syed Lukman,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	652,500.00
B. Flexible Benefit Plan (FBP) **	797,500.00
C. Annual Gross Pay AGP (A+B)	1,450,000.00
D. Company's contribution to PF	78,300.00
Total Gross (C+D)	1,528,300.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 307,679.33** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Date: September 11, 2024

Ref: LTIMindtree/HR/EN11/Campus/2024

Name: yella kiran

College: Chaitanya Bharathi Institute of Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear yella kiran,

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.

ANNEXURE-3

Name : yella kiran Date : September 11, 2024

Salary Grade : P1

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

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17-11-2023

UST-LOI-1099

Morishetty Susrutha

Chaitanya Bharathi Institute of Technology

Sub: Letter of Intent

Dear Morishetty Susrutha,

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

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

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

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

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

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

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

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

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

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S T**

If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 22-11-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,

for **US Technology**

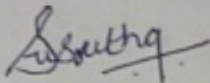
Accepted

Vinesh George
Group Manager HR

Morishetty Susrutha

Execution by the candidate:

I, Morishetty Susrutha, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.



Signed by Candidate

Date 20th November, 2023.



UST- Support role opportunity

3 messages

Timi Abraham(UST,IN) <Timi.Abraham@ust.com>
To: **Katkuri Srivani** <srivanikatkuri123@gmail.com>

Fri, Jul 26, 2024 at 12:17 PM

Dear Candidate,

As discussed, we are considering your profile for a production support role. We are expecting you to work in a 24/7 environment through rotational shifts.

Your initial work location will be Trivandrum, according to project/ company requirement you should be willing to relocate to any UST location.

If you are interested, please respond back with your confirmation.

Warm regards,

Timi Abraham



M: 9744119506

Campus hiring & relations

Katkuri Srivani <srivanikatkuri123@gmail.com>
To: **Timi Abraham(UST,IN)** <Timi.Abraham@ust.com>

Fri, Jul 26, 2024 at 1:08 PM

Yes, I confirm.
Thank You..!
[Quoted text hidden]

Katkuri Srivani <srivanikatkuri123@gmail.com>
To: **vaishnavi.mangaiahgari29@gmail.com** <vaishnavi.mangaiahgari29@gmail.com>

Sat, Jul 27, 2024 at 12:59 PM

[Quoted text hidden]



Deloitte.

[Careers home](#)[Logout](#)

Select Start to begin

START

Deloitte.

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

Tel: +91 040 67621000
www.deloitte.com

Jun 12, 2024

Ms. Lakkavatri Sindhu
H NO 1-2B/6, Nandipet (Mandal), Talveda, Nizamabad (Dist),
Nizamabad, 503212
India

Subject: Offer of Employment

Dear Lakkavatri Sindhu:

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.

Page 01: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
DCL Ref No: 56A9D04784127 ID: 11720070200011020976

This is a system generated offer.

Page 1 of 10

Lakkavatri Sindhu_USR_Cstipus FTE - Consulting DCPL.pdf

1 of 10

DocuSign Envelope ID: 810747F4-ED31-4183-AF19-52681CE24D8A

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.

Lakkavatri Sindhu, 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,

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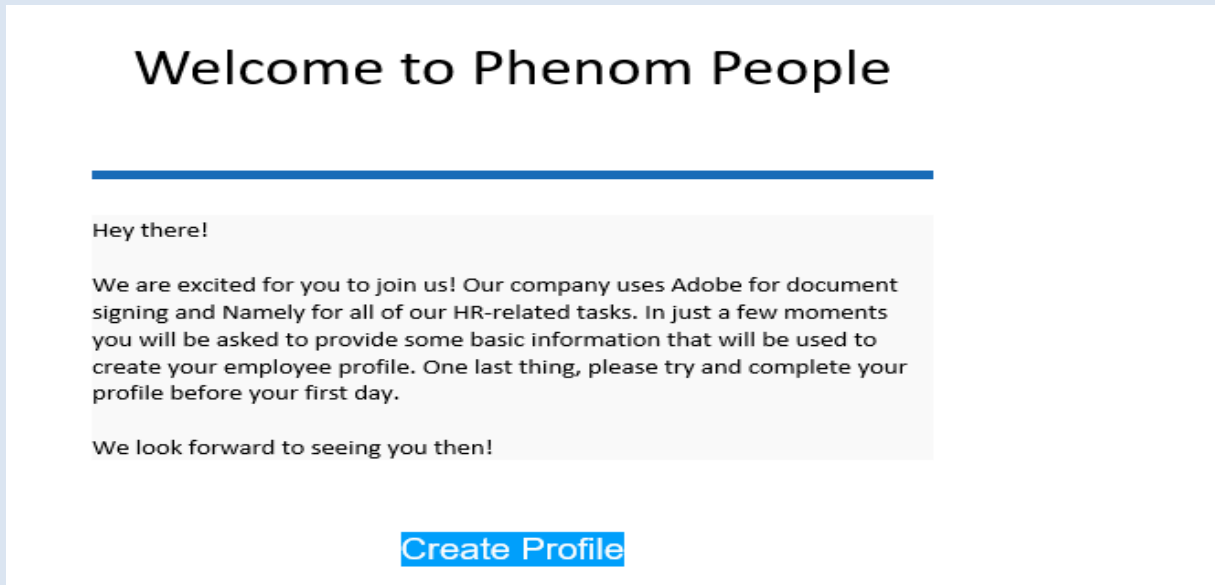
By: Pooja Madhavi



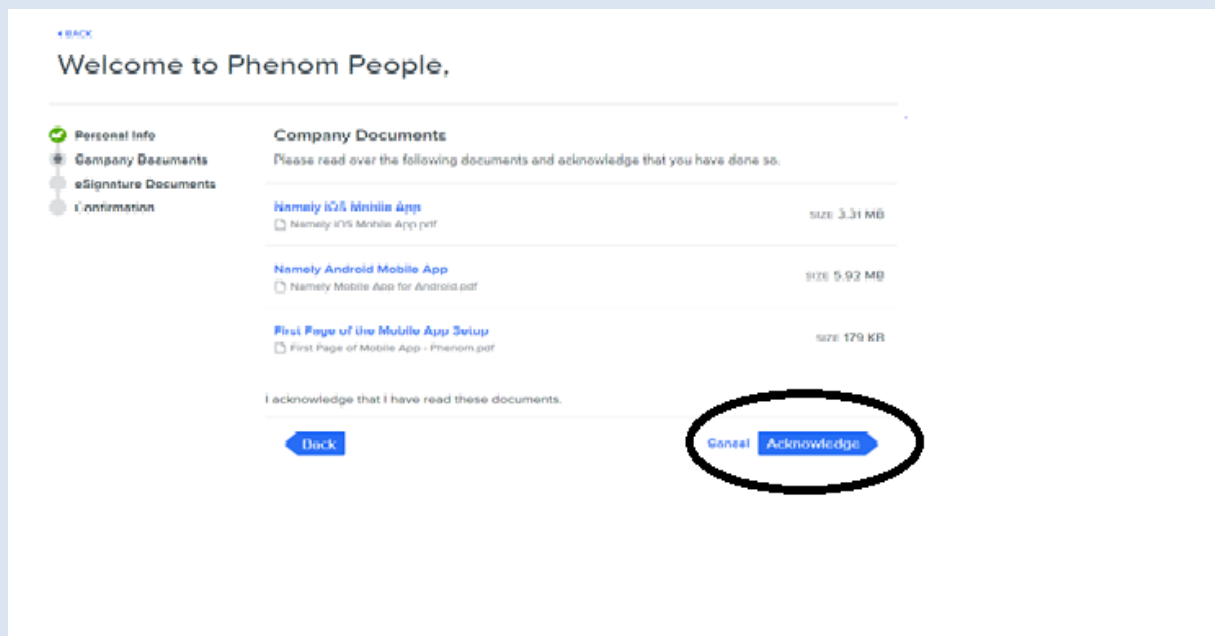
Namely is a Global HRIS tool for Phenom. It is very important for the new hires to have their profiles created on the day of joining. Access to all other process related applications are inter link with this tool. Kindly follow the below steps to create your profile.

Steps

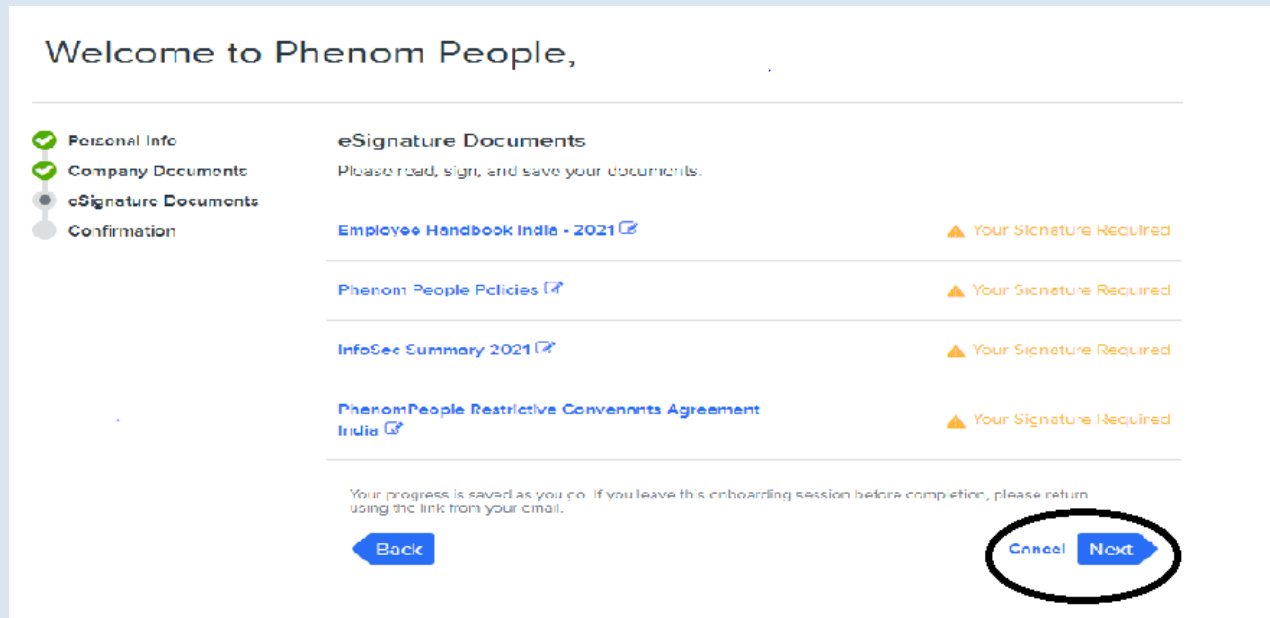
1. Namely onboarding link will be sent to your personal mail ID.
2. You will have to click Create Profile.



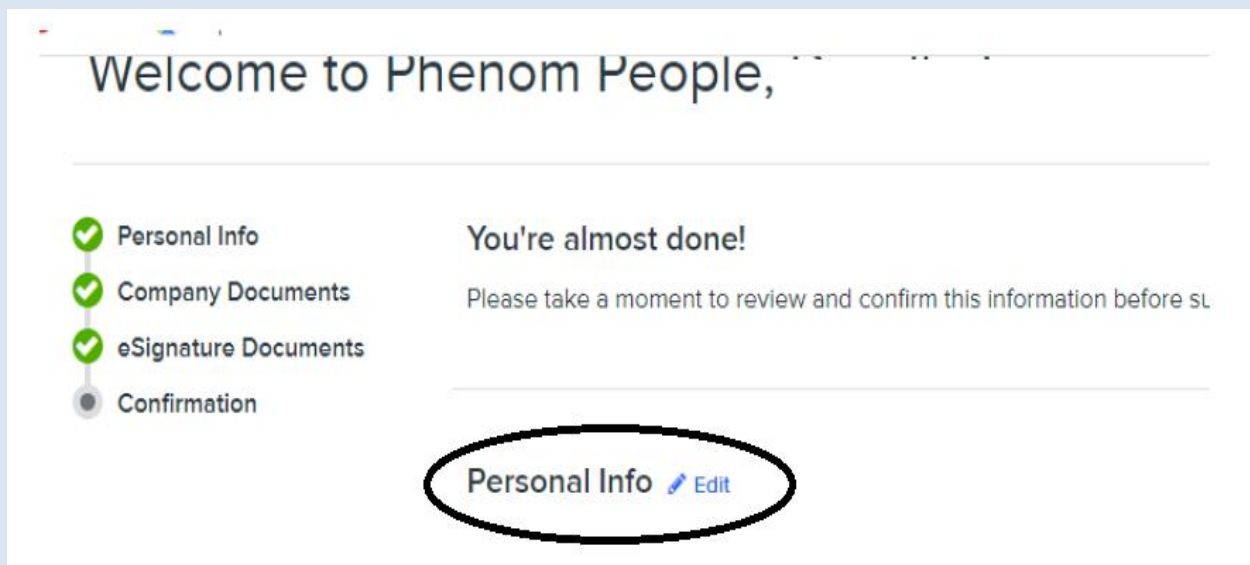
3. You will be taken to the company document screen. Kindly review all the listed documents and click Acknowledge.



4. You will be taken to E-Signature Document screen. Review all the listed documents and you will have to sign every document. Once completed click Next.

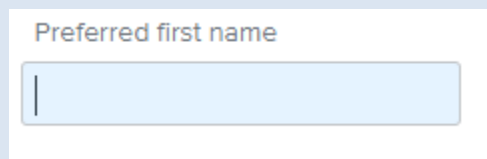


5. The last step is the confirmation screen. Click edit and update your personal details.



***Important Note:**

- Updating your profile picture is mandatory.
- Do not edit your name (Name is updated as shared in the Google Form)
- Do not fill in the Preferred First Name – Leave it blank
- Do not edit your department, designation/title or date of joining that has already been updated. In case there is any discrepancy kindly reach out to the HR SPOC so that the details can be edited.



Preferred first name

*Note: In case you face any difficulty in updating the profile please reach out to **Shalini Thomas / Vara Lakshmi Yerramilli**.*

Internship Letter

MiraFra/I/HRL/2024/132
19 January 2024

To
Ms. Karingula Vaishno Devi

Dear Vaishno Devi,

As per your request, your internship/training will commence from 19 January 2024 to 31 March 2024 for the duration of 03 (Three) months.

As **Intern/Trainee**, your gross monthly stipend would be 20,000/- (Rupee Twenty Thousand Only).

In consideration of your Training/internship with MiraFra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm MiraFra and/or its current and/or future business and to have covenant on non-competence with MiraFra.

The Company shall have all rights and discretion to terminate or cancel your internship/training, if you are not found suitable or do not perform as per expected standards or shows lack of interest in training or could not complete training in successful manner.

Yours faithfully,
For MiraFra Software Technologies Pvt. Ltd.,



Shailesh Jadhav
Vice President - Human Resources

Required fields are marked with an asterisk.

& Confirmation

Your Contract

Please review your contract and complete this form. If you wish to discuss any details regarding your contract please contact your Recruiter, contact details below. Please note that if you choose to refuse your offer your candidate experience will come to an end and you will be withdrawn from the process.

Recruiter Full Name
Dhivya Mathivanan

Recruiter E-mail Address
DHIVYA.MATHIVANAN@BARCLAYS.COM



Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

14 May 2024

Sifathjeet Singh Bhatia
3-6-69/B/16/A3, Avanthinagar,
Basheer Bagh
Hyderabad
500029

Dear Sifathjeet Singh,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65, Kharadi, Pune – 411014
CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Sifathjeet Singh Bhatia
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Technology Graduate Developer, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	<p>15 July 2024, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.</p> <p>In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above</p>
Working Hours	<p>Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.</p> <p>The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift</p> <p>You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Initial Place of Work	<p>You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu – 600089, India .</p> <p>However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements: You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six – twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other
Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.



Jatothu Shailaja <jatothshailaja03@gmail.com>

Offer Confirmation for Training Program with Puropale Creations & IT Solutions

4 messages

pranavi.hr@puropale.com <pranavi.hr@puropale.com>

15 November 2024 at 17:25

Dear,

Congratulations! We are pleased to inform you that you have been selected to join our 45-days Training Program at Puropale Creations & IT Solutions. This program is designed to provide hands-on experience and enhance your skills within the field.

Training Details:

- Duration: 45 days
- Location: The Platina, B-907, 9th Floor, Gachibowli, Hyderabad- 500032
- <https://g.co/kgs/GWfVyny>
- Working Timing: 10:00 AM to 6:00 PM
- Working days: Monday To Friday

Please bring the following on your first day:

1. Original educational documents and Xerox.
2. Aadhaar card and Pan card copy.
3. One passport-size photograph.
4. your laptop for training program

You will also be issued a company ID card at the start of your training.

Upon successful completion of the training, you will undergo a final assessment. Candidates who pass this evaluation will be offered a permanent position with a starting CTC of INR 4,00,000 per annum. If you do not receive a permanent offer, a certificate of completion will be awarded to recognize your efforts and skills gained.

Kindly confirm your acceptance of this offer by replying to this email earliest.

We look forward to welcoming you to Puropale Creations & IT Solutions.

NOTE : Please arrive at the specified location **on time** with mentioned documents.

- **Reporting Date:** 18/11/2024
- **Reporting Time:** 10:00 AM

Best regards,

Pranavi Singhani,
HR Department,
pranavi.hr@puropale.com
Puropale Creations & IT Solutions
907-B, The Platina,
Gachibowli, Hyderabad - 500032
www.puropale.com

Jatothu Shailaja <jatothshailaja03@gmail.com>

To: kiran jatoth <jatothkiran46@gmail.com>

15 November 2024 at 17:49

[Quoted text hidden]



Ref: TCSL/CT20244379902/2221467/Hyderabad

Date: 27 December 2024

MR. ADITHYA PAWAR
7-74 Ramnagar,
Ramnagar, Adilabad,
Telangana-504001.

Sub: Joining Letter

Dear Mr. Adithya Pawar,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **16th January 2025**, your joining location is **Mumbai** and work location is **Mumbai**. You will be assigned a role in a Unit as per business requirements of TCSL.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

If you have participated in TCS pre-joining 'Xplore' learning program, you have a headstart! We appreciate your passion for learning. You are now all set to experience learning through our coveted TCS Initial Learning Program.



TCS Initial Learning Program (ILP)

Learning is a way of life at TCSL. The TCS Initial Learning Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS pre-joining 'Xplore' learning program , making you 'project ready'.

The duration of your TCS Initial Learning Program is based on your performance in TCS pre-joining 'Xplore' learning program and business requirements.

The TCS Initial learning Program(ILP) is a training program especially curated for you as per TCSL business requirement. The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Initial Learning Program(ILP). In case, your performance does not meet the expectations, the management reserves the right to either extend your program or terminate your traineeship forthwith.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in NextStep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources



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

30th April 2024

Dear Arshaan Faraaz Mohammed,

Congratulations!

We are pleased to extend an offer of appointment to you in our organization as Technical Intern. Please refer to Annexure-A for Salary Structure definition and Annexure-B for Roles and Responsibilities.

Your employment with us will be governed by our standard terms and conditions as explained and accepted by you. You will also be governed by the rules and regulations in vogue and those that may change from time to time. You will be reporting to **Mr. Chaitanya Teja Korabandi ('SE- 1' of Zetexa)**. Your compensation details are strictly confidential, and you may discuss it only with Srujan Yeleti and the undersigned Board Member for any clarification.

You are requested to join us on or before **10th June 2024**, the terms and conditions of your appointment shall be effective from your date of joining. This offer is valid for your acceptance till **6th May 2024** and please indicate your acceptance of this offer of internship and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter or send us a mail confirming your acceptance to yeleti@zetexa.com

Your appointment is subject to your being found medically fit. The management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

We believe this offer represents the beginning of an exciting and satisfying career at Zetexa and we will work together in building a world-class organization.

Wishing you the very best.

Warm Regards



Shalu Agarwal

Board Member and Director

Annexure A – Salary Structure

Name	Arshaan Faraaz Mohammed	
Designation	Technical Intern	
Band & Level	BL- 6	
Join on or Before	10 th June 2024	
Description	Monthly (INR)	3 Months (INR)
Stipend	20,000.00	60,000

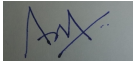
*Internship period will be 3 months till 10th September 2024.

* During the internship period, your notice period will be 3 days.

* Upon successful completion of the internship, your CTC will be revised based on performance.

*Commencing from the date of Joining, the standard work arrangement will transition to an office-based setting in Hyderabad.

Accepted by



Mr. Arshaan Faraaz Mohammed

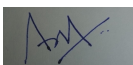
Annexure B (Roles and Responsibilities)

As the **Technical Intern** at Zetexa Global Private Limited, you will play a pivotal role in the CTO's office developing and maintaining critical backend modules while collaborating with cross-functional teams. Below is an outline of the roles and responsibilities we envisaged. As a team we believe provide an intuitive and seamless interaction for users and a place where everyone is happy to work. Look forward to your joining.

Key Roles and Responsibilities:

- **Assist in Mobile App Development:**
 - Collaborate with senior developers to assist in the development of mobile applications.
 - Participate in coding, testing, and debugging mobile applications under supervision.
- **Learn and Apply Mobile Development Skills:**
 - Gain hands-on experience in mobile development technologies such as Swift (iOS) or Kotlin (Android).
 - Learn and apply mobile UI/UX design principles and best practices.
- **Support Testing and Bug Fixing:**
 - Assist in testing mobile applications to ensure functionality, usability, and performance.
 - Identify and report bugs and work with the development team to resolve issues.
- **Contribute to Documentation:**
 - Document code changes, processes, and procedures as required.
 - Update project documentation and knowledge base with relevant information.
- **Research and Stay Updated:**
 - Stay updated on the latest mobile development trends, technologies, and best practices.
 - Conduct research on new tools, libraries, and frameworks that can enhance mobile app development processes.
- **Collaborate with Team Members:**
 - Work closely with cross-functional teams including designers, backend developers, and QA testers.
 - Participate in team meetings, discussions, and brainstorming sessions.
- **Follow Company Policies and Procedures:**
 - Adhere to company policies, procedures, and coding standards.
 - Maintain confidentiality of sensitive information and adhere to security guidelines.

Accepted by



Mr. Arshaan Faraaz Mohammed

14-October-2024

DINESH K.
HOUSE NO: 2 - 97,
VALLABAPURAM THANDA VILLAGE,
WEEPANGANDLA MANDALAM, KETHEPALLY POST,
WANAPARTHY DISTRICT, TELANGANA.
PIN: 509120.

Dear Dinesh,

We are pleased to appoint you on the following terms and conditions:

- 1) **Designation:** You are appointed as UI DEVELOPER-TRAINEE. Your designation is merely indicative of the responsibilities, which you are required to carry out.
- 2) **Employment Agreement:** The terms & conditions referred in Annexure – A will govern your employment with Indian Eagle Private Limited.
- 3) **Annual Compensation:** Your annual compensation referred in Annexure – B.



RAMESH KANDRAKOTA
DIRECTOR – INDIA OPERATIONS.

Date of Offer : 28-Jun-2024

Mr. Gambhir Rao Vasu 10-2-179/A4, Rd.1 Aswini colony, westmarredpally, Hyderabad Hyderabad - 500026

Subject: Appointment Letter

Dear Gambhir Rao Vasu,

We welcome you to Coforge Ltd (hereinafter referred to as “**Company**”) and wish you the best in building a long and mutually rewarding career with us. We believe that it is the professionals like you who can build a world-class organization. The guiding principle behind our endeavour to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to offer you employment in the role of **ENGINEER TRAINEE** in the Company and your designation will be **GRADUATE ENGINEER TRAINEE**. Your joining location will be **Hyderabad** (“**Base Location**”). Your effective start date of employment will be 03-Jul-2024, or a mutually agreed and confirmed date to you in advance by your Talent Acquisition Manager (“**Effective Date**”),

We are pleased to offer you an Annual Total Compensation of INR 4,25,004.

This includes a Variable Compensation of INR. 21,250/-. The Variable Compensation may vary, depending upon the Company’s performance and your performance during each calendar year and governed by the variable compensation policy of the Company.

You will be initially reporting to **Pooja Khurana**, and any such person as notified to you from time to time.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in **Annexure B**. This Offer Letter along with Annexures A & B shall constitute the ‘Offer Letter’ and on your acceptance, this offer shall constitute a valid and binding ‘**Employment Agreement**’ between you and the Company.

You will also be governed by the rules, regulations, and practices of the Company which may change from time to time. In the event there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, policies, and practices of the Company, the prevailing rules, regulations, policies, and practices of the Company shall override the terms and conditions of employment in Annexure B.

Your compensation is highly confidential and must be kept so. If the need arises, you may discuss it only with your Manager or an HR representative.

We request you to join us on or before 03-Jul-2024. This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this letter. and if you fail to join us on the Effective Date.

In the event there is insufficiency in joining documents, the Company, at its sole discretion, may defer your DOJ. In the event, the joining documents are not submitted at all, the Company shall have the discretion to withdraw the offer letter.

The Company provides long-term career opportunities to its employees. We sincerely hope that you will grow with the Company.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to

contact us.

G. Khurana
03/07/2024

Coforge Limited

Special Economic Zone, Plot No. TZ-2 & 2A, Sector -
Tech Zone, Greater Noida (UP) - 201308, India
T: +91 120 4592 300| F: +91 120 4592 301

Registered Office:

8, Balaji Estate, Third Floor,
Guru Ravi Das Marg, Kalkaji, New Delhi - 110 019,
India.
T: +91 11 41029 297 | F: +91 11 2641 4900

www.coforge.com

CIN: L72100DL1992PLC048753

For Coforge Ltd



PANKAJ KHANNA
CHIEF PEOPLE OFFICER

G. Khanna
03/07/2024

Candidate Signature
Date:03/07/2024

Coforge Limited

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www.coforge.com

CIN: L72100DL1992PLC048753

Applicant Number : 23634884
Name : Gambhir Rao Vasu **Band** : Band 2
Designation : GRADUATE ENGINEER
TRAINEE **Benefit Plan** : Plan Q
ANNEXURE A - Compensation & Benefits Details

A) Monthly Salary (INR.)	Basic	15,000
	HRA	7,500
	Flexi Basket	7,500
	Conveyance Allowance + LTA	796
	Gross Monthly	30,796
B) Annual Benefit (INR.)	PF (as per act)	21,600
	Mediclaim without Parents	10,507
	Life Insurance Premium	2,095
	Annual Benefits Total	34,202
C) Variable Compensation (INR.) (on achievement of 100% goals)		21,250
D) Annual Cost to Company (INR.)		4,25,004

- The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If you avail company provided car scheme, you shall be eligible for petrol and vehicle maintenance (up to a maximum of ₹ 25000/- per month), driver's salary (up to a maximum of ₹ 25000/- per month), based on the limits to be specified by you at the time of joining the company. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres) and ₹ 900/- per month for driver's salary is exempt from tax as per current rules. You may specify your petrol & driver limits depending on your estimated usage, immediately on your joining. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
- The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules. For company provided car availed cases, car perquisite will be deducted based on the car availed.
- Variable Compensation shall be based on your Variable Compensation Plan, and the Company's Variable Compensation Policy. Employees joining in the last quarter of a financial year (January to March) are not eligible for Variable Compensation payout for that financial year.
- Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
- Life Insurance premium is towards the Life Cover for self as per the benefit plan and policy.

G. Vasu
03/07/2024

Coforge Limited

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www.coforge.com

CIN: L72100DL1992PLC048753



Authorized Signatory

G. S. Juy
03/09/2024

Candidate Acceptance/Sign Date

Coforge Limited

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Benefits Offered – Plan Q

S No.	Benefit	Description	Benefit Limit
1	Special Dating Holiday	Additional Paid Leave either on your Birthday/Wedding Anniversary.	One Paid Leave as per your Date of Birth/Wedding Anniversary.
2	Leave Travel Allowance	Reimburse your travel expenses incurred on a holiday, and avail tax benefit on the same.	Maximum annual limit is up to one month's basic salary.
3	Insurance	1. Life Insurance Coverage 2. Mediclaim Scheme with Floater Option of Self + 3 or Self + 5 with/without parents. 3. Group Personal Accident Insurance Cover	INR. 25,00,000/- INR. 1,50,000/- to INR. 30,00,000/- Accidental claim benefit as per GPAI policy
4	Executive Health-Check Up	Age between 35-40 years: Once in two financial years. Age between 40-45 years: Once in a financial year/ Once in two financial years with rollover benefit.	INR. 3,500/- Annually
5	Gratuity and Superannuation	As per Company Norms	As per Company Norms
6	Gym Facility/Allowance	Gym Facility on premises/ Allowance if gym facility is not available on premises.	Up to INR. 500/- per month
7	Company Leased Accommodation	Option to avail Company Leased Accommodation on rent.	As per Benefit Plan & CLA Scheme
8	iRefer	Referral Scheme that offers benefits to refer friends/acquaintances for suitable positions in the organization.	As per iRefer Policy

G. Anand
03/07/2024

Candidate Signature

Coforge Limited

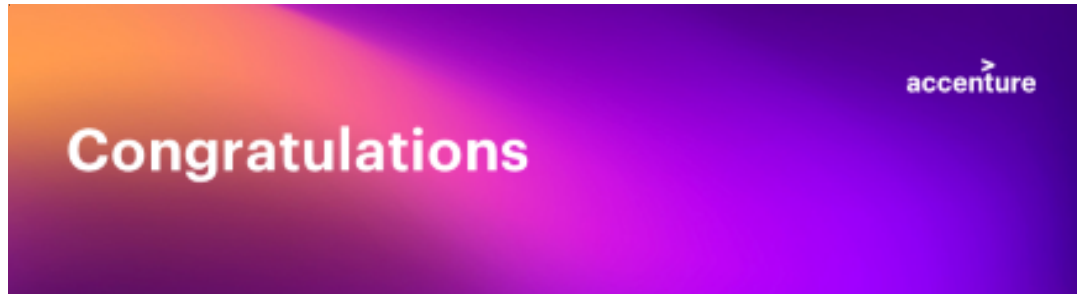
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CIN: L72100DL1992PLC048753



28 February 2024

C06292390

Janardhan Pudiparthi

1-8-323,new municipal colony

maruthi nagar,chaitanyapuri,DSNR

Dear Janardhan Pudiparthi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

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

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

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

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Janardhan, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at <https://indiacampus.accenture.com/myzone/accenture/auth/login> should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature 
Janardhan Pudiparthi

Date: Mar 1, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
 - b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
 - c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

17 May 2024

Rehan Farooqui

Letter of Intent

Dear Rehan,

With reference to your selection through campus recruitment, we are pleased to offer you the position of **Member Technical**, at grade level **G2 L1** with Sincro Digital Marketing (India) Pvt Ltd based out of Hyderabad.

You are requested to join us **on or before 02 September 2024**. Your **Total Cost to the Company ("TCTC")** will be **INR 800,000** per annum. A detailed break up of your salary structure is provided in Annexure 1.

We offer you the position **MEMBER TECHNICAL** on the following terms and conditions:

1. Background Checks

As part of our process, we will conduct a background check (Address, Criminal, Education and reference checks or any other check as required by the company from time to time) directly or through engaging a third-party agency. Please note that this Letter of Intent is subject to the authenticity of the information and documentation provided by you. If the information provided by you found at any time to be incorrect or false or if you are found to have willfully suppressed or concealed any material information or misrepresented any information, the Company reserves the rights to take appropriate action leading up to withdrawal of this employment offer.

2. This Letter of Intent is conditional upon you successfully completing your current degree examination.

3. The contents of this letter are strictly confidential to Sincro. Any disclosure of the contents of this Offer Letter to any third-party will be construed as a serious breach and Sincro may initiate appropriate action against you.

4. All other detailed terms and conditions of your employment will be specified in the letter of employment agreement and Company policies which will be provided to you separately at the time of joining the company. This Letter of Intent along with the appointment letter and Company policies collectively form a part of your employment conditions.

5. The Company may revoke this letter of intent (for convenience) any-time before execution of the letter of employment and without any prior notice or stating any reason thereof.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time. We request you to confirm your acceptance of this Letter of Intent by signing a copy of this Letter of Intent and sending it across to us within two (2) days, failing which this Letter of Intent will be invalid.

Yours Sincerely,

Sincro Digital Marketing (India) Pvt. Ltd.



Name: Rishi Chhibber

Designation: Vice President - Human Resources

Acceptance

I have read and understood all the terms and conditions contained in this Offer Letter and agree to abide by the same. I represent and warrant that I have adequate information regarding the terms of this Offer Letter, and all other matters encompassed by this Offer Letter to make an informed and knowledgeable decision regarding issuing this Offer Letter.

Name: Rehan Farooqui

Date:

Place:

Annexure 1

Name: **Rehan Farooqui**

Position: **Member Technical, G2 L1**

A. Monthly Salary	Rs. / Month	Rs. / Annum
Basic Salary	19450	233400
House Rent Allowance (40% of Basic Salary)	7780	93360
Flexible Benefits*	5035	60420
Statutory Bonus	1500	18000
Conveyance	1600	19200
Ex-Gratia	3242	38900
Special Allowance	22940	275285
Total A	61547	738565
B. Retiral Benefits		
Provident Fund**	2334	28008
Gratuity ***	936	11227
Total B	3270	39235
Monthly Gross Salary (A+B)	64817	777800
C. Benefits		
EOC Allowance	1250	15000
Broadband Allowance	600	7200
Total C	1850	22200
Total Cost to Company (A+B+C)	66667	800000

* Leave Travel Allowance and Children Education Allowance are options available to opt from flexible benefits.

** PF will be deducted as per the statutory norms.

***The Gratuity is payable as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

The salary mentioned above is subject to deduction of tax as may be applicable from time to time.

Sincro is eligible to deduct all such amounts as may be due against the employee from salary payable to you.

Additional Benefits:

Insurance (Free of cost benefit to employee – Premium borne by Sincro INR 30,000/-):

- Group Mediclaim Insurance** - Sum insured of INR 5,00,000 per annum. As per the policy, you have an option to enroll your dependents (spouse, up to 2 children, parents/in-laws).
- Group Personal Accident** - Insurance for INR 25,00,000 per annum. This benefit is extended only to the employee.
- Group Term Life insurance** - Sum insured equal to 2 times of your cost to company or INR 10,00,000, whichever is higher. This benefit is extended only to the employee.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized flourish above it.

J.P.Morgan

05-Oct-2023

Sahith Kocherla
H-NO 1-1-125/A , VINAYAK NAGAR
NIZAMABAD
-503003
NIZAMABAD
Telangana
INDIA

Dear Sahith,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Mr. Vasam Siddeshwar

Date: 17th April 2024

SUB: OFFER LETTER

Further to the interview and discussions we had with you we are pleased to offer you the position of **Product Engineer**, cost to Company (CTC) of **Rs.7,00,000 (Rupees Seven Lakhs Only)**. The CTC includes PT, PF, Medical Insurance and IT deductions as required by the GOI regulations. The salary breakup is mentioned in Annexure-I.

Your remuneration is a confidential matter; you are requested not to disclose your salary with any other employee. Your place of posting will be at **Bangalore** India. However, the Company may transfer/shift you to any place of business of the Company and or its Subsidiaries, Affiliates as existing / being operated presently or acquired or proposed to be set up at a later stage in any part of the world at any time. You may also be deputed to work on any assignment/s that the Company may delegate to you from time to time.

You will be reporting to **Mr. Srinivas Kota – Technical Lead** until further notice in this regard. You will be on probation for a period of six months from the date of joining. The normal working hours are 9:30 AM to 6:30 PM with 30 (thirty) minutes lunch break, Monday through Friday. The other terms and conditions of employment etc. would also be communicated to you in the appointment letter which will be issued on the date of joining.

As discussed, and accepted by you, your date of joining shall be on or before **03.06.2024**. This offer is valid till **19.04.2024**. BOB eProcure Solutions Pvt Ltd has the right to withdraw the offer in case we do not hear from you by the cut-off date or due to other business reasons.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Please produce the below mentioned documents on the date of joining:

1. Copies of relevant Education & professional Certificates
2. Identity proof
3. Address proof
4. Educational Documents.

We look forward to having you on board BOB eProcure Solutions and wish you every success in your appointment.



Lakshmi Gadiraju,
Chief Technology Officer,
EffiGO Global

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

Signature

Mr. Vasam Siddeshwar

As per the salary CTC mentioned in the offer letter had with you we are pleased to offer you the position of **Product Engineer** cost to Company (CTC) of **Rs.7,00,000 (Rupees Seven Lakhs Only)**. Mentioned in the offer letter, below is the salary breakup.

	Per Month	Per Annum
Basic Salary	24,100	2,89,200
HRA	12,050	1,44,600
Special Allowances	12,050	1,44,600
A : Gross Pay	48,200	5,78,400
Employer Contribution to EPF	1,800	21,600
Employer Contribution to ESI	-	-
B : Employer Benefits	1,800	21,600
A + B = CTC	50,000	6,00,000
Employee Contribution to EPF	1,800	
Employee Contribution to ESI	-	
Profession Tax	200	
Total Deductions	2,000	
Net Salary - Take Home Pay	46,200	
Joining Bonus		1,00,000
Retention Bonus		1,00,000

Note:

Joining Bonus and Retention Bonus: You will receive your Joining Bonus along with your first month's salary, and your Retention Bonus at the completion of 1 year with the Company, subject to applicable taxes and deductions.

- Please note that the payment of the Joining Bonus is subject to completion of 1 year of employment with the Company, and the payment of Retention Bonus is subject to completion of 2 years of employment with the Company.
- In case you are not employed with the Company at the completion of 1 year, in the case of the Joining Bonus, or 2 years, in the case of the Retention Bonus, from the start date of your employment, you will be required to return the relevant bonus amount to the Company.
- It is clarified that the requirement to return the bonus amount will be applicable where (a) you resign from the Company's employment, or (b) your employment is terminated for cause, before the completion of the relevant period (1 year for Joining Bonus, and 2 years for the Retention Bonus), or (c) your employment is terminated for any reason whatsoever during your period of probation.

The above Break-up excludes statutory Deductions such as P.T, TDS and any others as per the government laws would be deducted at applicable rates.

Vital Onboarding Information - EPAM Awaits your Confirmation Inbox x



Kishore B <kishore_b@epam.com>
to me ▾

Wed, Jul 3, 4:48 PM ☆ 🗨 ↶ ⋮

Hi Pakalapati Anish Varma,

We are thrilled to officially extend our warmest welcome as you embark on this exciting journey with EPAM.

Here are some key details for your reference:

Date of Joining: 10th July 2024
Joining Location: Hyderabad

To ensure a smooth onboarding process, we kindly request your attention to the following important indicators:

- Adaptability and Learning:** Throughout your tenure at EPAM, a crucial aspect of your role is to showcase a strong willingness and adaptability to learn and work with diverse technologies and skills, aligned with the evolving needs of our organization.
- Flexibility in Location:** Your role may require flexibility in terms of location, necessitating your readiness to work at any EPAM premises across India, based on project demands.
- Assessment:** At EPAM, assessment structure is designed to evaluate all our employees fairly for their individual performance, contributions, and organizational success. We have segmented the assessment process in multiple phases: -
 - Continuous Feedback:** Occurs post 15 days of training in pre-production on a recurring basis. This feedback is collected from the mentors (cross-mentors) assigned to the juniors during the initial weeks, where they are evaluated on defined focus areas, skillset requirements, & expected levels.
 - Specialization Certification:** This is the final process to assess the theory & practical coding knowledge of juniors after completion of EPAM training in labs or pre-production & to certify that the junior is production ready by the panel of certified technical interviewers from production.
Your successful completion of the Specialisation Certification is pivotal for transitioning to production or project assignments.
- Relocation Costs:** Relocation applicable only if mentioned in Offer Letter and in the event of relocation, EPAM undertakes the responsibility of covering associated expenses in good faith, with the understanding of a mutual commitment for a substantial duration. Nevertheless, should you opt not to proceed with your acceptance, any costs accrued in connection with accommodation and travel will be deemed as reimbursable by you. This stipulation is in place to maintain a fair and transparent agreement regarding relocation expenditures.
- Behavioural Performance:** As a valued member of our organization, you are expected to always maintain a high standard of professional behaviour for fostering a positive work environment and ensuring smooth integration into the team.

We kindly request your acceptance of these indicators to proceed.

We appreciate your cooperation and eagerly anticipate your valuable contributions to our team! Once again, congratulations!

Warm Regards,

[Kishore B](#)

Associate - Campus Hiring Team, India

EPAM, Salarpuria Sattva Knowledge City Gate No 6, 12th Floor, Plot No-2, Phase-1, Survey No.83/1, Raidurga Village, Serilingampally Mandal, Hyderabad, India



June 26, 2024

To,

Harshith Reddy Muthyala

Villa No 39, Bhuvi Villas, Beside Indur College, Ponnal,Siddipet,Telangana 502277

Dear Harshith,

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 15, 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.

Bonala Koushik
Hyderabad, Telangana.

Dear Bonala Koushik ,

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.

Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,
Yours faithfully

I accept the above offer

For **Cloud4C Services Private Limited**

Signature



P. Rajani Reddy
Authorized Signator

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Bonala Koushik
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	

Ega Praneeth

Hyderabad, Telangana.

Dear Ega Praneeth ,

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.

Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

I accept the above offer

Yours faithfully

For **CtrlS Datacenters Limited**

Signature

P. Rajani Reddy
Authorized Signator

Annexure A

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

During Training:

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

Post-completion of Training:

Name	Ega Praneeth
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	

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized flourish above it.

J.P.Morgan

04-Oct-2023

Sathwik Pothunoori
H-NO: 14-5-536, Jawahar Nagar ,Godavarikhani.
District -Peddapalli.
-505214
RAMAGUNDAM
Telangana
INDIA

Dear Sathwik,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by or who have had a relationship with a government official / entity or by an employee of a client or prospective client of Goldman Sachs, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may, at the discretion of the firm, result in immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact us at IndiaCampusC@ny.email.gs.com

[This space is intentionally left blank. Signature required on the following page.]

Goldman Sachs Services Private Limited
Sattva Knowledge City | Hi-Tec City | Hyderabad - 500081 | India

Head office: Helios Business Park | 150 Outer Ring Road | Kadubeesanahalli
Bengaluru - 560103 | India
Phone: +91 80 4127 1600 | Fax: +91 80 4127 1601
Registration Number: U00KA2003PTC032606

Goldman Sachs

REVISED

November 03, 2023

Vaishnavi Kairamkonda

Rukmini Apartments, Flat No-202, Near Bombay Bakery
Srinagar Colony, Vinayak Nagar
Nizamabad
Telangana
India
503001

Dear Vaishnavi,

We are delighted to offer you employment with Goldman Sachs Services Private Limited – Hyderabad ("GSSPL" or "the firm") as an Engineering Analyst in Controllers in Hyderabad. Please note that this letter supersedes all other correspondence.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- you joining the firm on the joining date that shall be communicated to you in writing by the firm, which shall not be later than July 29, 2024.
- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks, including providing accurate and complete information for the same.
- you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm, including any applicable non-compete or non-solicit agreement with your prior employer.
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie". The signature is stylized, with a large, sweeping initial "J" and the name "Jamie" written in a cursive-like script.

J.P.Morgan

03-Oct-2023

Adarsh Shetkar
Plot no 7 Archana Enclave East marredpally Secunderabad
-500026
HYDERABAD
Telangana
INDIA

Dear Adarsh,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

You will join us as an intern in the Software Engineer Program at JPMorgan Chase & Co., and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

A2. Internship Commencement Date

Your internship shall begin on 29-Jan-2024 ("Start Date") and shall continue, subject to the remaining terms of this agreement, until it terminates on 30-Jun-2024 ("End Date") without the need for notice, unless previously terminated by either party pursuant to paragraph 4 of Appendix B.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours

Your manager will assign you specific working hours, often during the Company's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

A4. Stipend

Your stipend will be INR75,000/- per month.

Relocation Lump Sum

You will receive an additional, one-time lump sum of INR100000("the Additional Sum") gross with your first stipend. This payment will be made to you in the first available payroll after you join the Company. You should be aware that this might be in the month of joining or the following month depending on your commencement date and when all necessary data is received. This is to assist with any relocation expenses you may incur prior to joining.

If you leave the internship or your internship is terminated for any reason, you must repay to the Company the Additional Sum on a pro-rated basis as set out below:

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason within three months of your date of commencement you must repay to the Company 100% of the gross amount of the Additional Sum

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason more than three months but within twelve months of your date of commencement you must repay to the Company 50% of the gross amount of the Additional Sum

If your internship period is less than 3 months and you leave the internship or your internship is terminated for any reason before completion of your internship period you must repay the Company 100% of the gross amount of the Additional Sum

A5. Probationary Period

Your internship will be subject to a probation period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

JPMORGAN CHASE & Co.

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I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized flourish above it.

J.P.Morgan

03-Oct-2023

Affan Ahmed
9-1-74/1A, Mustaid Pura
SM & SONS, Nehrupark
-503001
NIZAMABAD
Telangana
INDIA

Dear Affan,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

A number of important policies will apply to your internship with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies (the "Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 05-Oct-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

Offer and Appointment Letter

Date: 10/06/2024

Private & Confidential

Ameya Pedgaonkar

11-20-21/G5 C S R APTS, Huda Complex, Vivekananda Statue, Kothapet, Saroornagar
Hyderabad 500035, Telanganalndia

Hyderabad

Dear Ameya

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

- 1. Designation:** Software Engineer, **Grade 5**
- 2. Start Date:** As agreed, your start date will be 08/07/2024. Please meet with our Human Resources representative at 9:30 am on the effective date for a new hire orientation. This effective date will be considered by Gap to calculate the tenure of your employment with Gap and all other statutory benefits to which you may be entitled.
- 3. Compensation:** Your annual gross base remuneration will be ₹9,36,000.00 per year, subject to deduction of tax at source to be paid to you in accordance with Gap's normal payroll practices. The detailed break-up of salary, allowances and benefits is as follows and is also illustrated in Annexure I
- 4. Company Bonus.** Based on your position as Software Engineer you will participate in the Company Bonus Plan. The Company Bonus Plan is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives as well as individual performance. You are eligible to participate in the program for fiscal 2024 (February 2024 - January 2025). Under the current program, your annual target bonus will be 8% of your base salary. Depending on results and your individual performance, your actual bonus can range from 0 – 200% of target. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2024 are scheduled for payment in March 2025 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to income tax withholding.
- 5. Place of Work:** Your principal place of employment shall be at Hyderabad, India. You may from time to time be required to work at or from or undertake travel to any other office, branch or location as directed by Gap, within or outside India. Gap reserves the right to transfer you from one location or city to another or to an affiliate or group entity.

10-Jun-2024 11:37 AM

- 6. Hours of Work:** Your working hours shall be as communicated to you from time to time. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 7. Leave:** You shall be entitled to leave in accordance with Gap's policy as amended from time to time.
- 8. Benefits:** Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.
- 9. Data Protection:** You shall ensure that all personal data, including sensitive personal data, is accurate and kept secure at all times. You agree to Gap and any affiliates holding and processing, both electronically and manually, the data it collects in relation to you in the course of your employment, for the purposes of administration and management of employees and Gap's business, and for compliance with applicable procedures, laws and regulations and to the transfer, storage and processing by Gap of such data outside India. You agree that data, including sensitive personal data, relevant to your employment with Gap may be collected, processed and retained on a computerized database and can be accessed by and transferred to Gap, its related entities, a Human Resource employee of Gap or its related entities and selected management employees for legitimate business reasons.
- 10. Confidential Information:** You shall not, at any time during the term of this Agreement or thereafter, in any way disclose or divulge to any person, firm or body corporate any of the dealings, transactions, affairs, plans, proposals, procedures, trade secrets, methods, systems or other information of any kind in relation to the affairs of Gap or its affiliates that you shall acquire or have acquired by virtue of being in employment with Gap or its affiliates. These restrictions shall continue to apply after termination of this Agreement without limit in point of time.
- 11. Intellectual Property:** You agree that the ownership of, and all right, title, and interest in all intellectual properties developed or created from time to time for Gap by you, whether before or after commencement of employment with Gap shall vest in Gap. You hereby transfer and assign in favour of Gap, all rights, title and interest in and to all the intellectual properties, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Gap does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to, and shall not raise any objection or claims to, the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.
- 12. Non-Competition:** You hereby agree that, during the duration of your employment under this Agreement and for a period of twelve months thereafter, you will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the business of Gap or any parent company of Gap.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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J.P.Morgan

03-Oct-2023

Anuraag B
12-7-2/15, Keshavnagar Colony, New Mettuguda
Secunderabad
-500017
SECUNDERABAD
Telangana
INDIA

Dear Anuraag,

Your Internship by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your internship with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal internship terms outlined in Appendix A with general internship terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any JPMorgan Chase employee with regards to your internship arrangements.

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We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

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Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

You will join us as an intern in the Software Engineer Program at JPMorgan Chase & Co., and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

A2. Internship Commencement Date

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A4. Stipend

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A5. Probationary Period

Your internship will be subject to a probation period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com



June 19, 2024

To,

Balla Karthik

H-No:4-9,Sriram Nagar,Ramayampet,District:Medak,Pincode:502101

Dear Karthik,

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.

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

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Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

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BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com



June 26, 2024

To,

Jogu Pawan Kumar

18-150, Tshb Colony, Opposite Akshaya Grand Hotel, Hyderabad Road, Siddipet Town, Siddipet District, Pin: 502103

Dear Pawan Kumar,

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 15, 2024**.

2. DESIGNATION: Junior Software Test Automation 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.

6. KEY POLICIES, PROCEDURES AND PRACTICES

During your employment with EPAM (and where applicable after your employment has terminated) you must comply with all the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) EPAM policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

You should familiarize yourself with all policies and procedures that apply to your grade and business area as set out on intranet Info.epam.com.

7. TERMINATION OF SERVICE

(i) This offer is our formal contract and must be read and accepted in conjunction with this Employment Agreement, and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other Company policies and procedures which you agree to observe and follow during your internship and, if applicable, subsequent employment with EPAM. These Company policies and procedures may be varied from time to time.

(ii) If at any time, in the opinion of the Company, which shall be final, you are deemed insolvent or are found to be guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in the Company's interests or of violation of one or more terms of this letter, your services may be terminated immediately.

(iii) You have been offered this position on good faith that all the information and documents provided by you at the time of engagement for this employment are true and correct. Your continued engagement is contingent upon satisfactory background verification. EPAM reserves the right to terminate your engagement without notice if the information and documents provided by you are found incorrect. EPAM warrants the right to recover the costs incurred to perform the check and withhold your salary thereby.

(iv) Absences from Work: Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

8. NOTICE PERIOD

During the Training program, your services can be terminated by giving **15 days'** notice and post training by giving **60 days'** notice in writing or payment of salary in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. In case you opt for leave during notice period, the notice period will be extended by the tune of leaves availed. If during the notice period you are absent without permission, your services can be terminated without any further notice or pay in lieu of such notice. Any reduction/waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver. Notice period payment in lieu of notice if any allegation bounded legally in primary inquiry that you have committed any crime such as rape, fraud, theft, murder, and sexual harassment as per EPAM policy and local legislation Epam also expect you to provide above facts voluntarily.

9. RULES & REGULATIONS

During your employment, you will be governed by the rules, regulations of service and orders of the Company that may be in force and which may be amended, altered, or extended from time to time. Your acceptance of this offer carries with it your agreement to observe all such rules, regulations, and orders.



This offer will automatically lapse if not accepted within one (1) week from the date of this letter.

10. NON-COMPETE CLAUSE

For a period of 12 months after the termination of your employment, you must not be employed or engaged (in any capacity) by a customer of EPAM on whose account you worked during your employment with EPAM in the last 12 month before termination of your employment.

11. PERSONAL INFORMATION

During the process of your employment with Epam you may provide or confirm the confidential data or any information that is related to you personally, including without limitation to your email, contact details, taxation, family records, medical records (PI). You confirm that Epam may collect use, transfer, store or process such PI as per EPAM policies, for Epam benefits, Background verifications, financial and accounting aspects and for risk management purposes.

12. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 65 years and shall have no claim to be continued in the services of the Company thereafter.

13. COMPENSATION STRUCTURE

The company may, at any time, review and/or restructure the compensation package based on Epam Policy or any local legislation changes.

14. TAX IMPLICATION

You are responsible for declarations and implications for all your personal income tax and filing returns on yearly basis.

15. PAYROLL DATE

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month for associates joined before payroll cut off of every month.

16. TOTAL REWARDS

EPAM offers a Total Rewards plan with a comprehensive compensation package per market standards, including an excellent benefits program comprising health, finance and wealth, work/life balance, and learning and career benefits.

i. COMPENSATION

EPAM is an equal opportunity employer. We believe in Fair and equitable compensation for every associate. We always value excellence and high performance.

Your total salary per annum is INR 8,00,000 (Rupees Eight Lakh Only). Details of your salary structure are given in the Annexure.

ii. LEAVE

You will be entitled for below leaves on prorata basis as per EPAM leave policy.

Leave Type	Duration
Regular Vacation (EL)	15 days leave in a calendar year
Other Leaves	6 days Sick leave & 6 days Casual leave



OFFICE ADDRESS
Office # 1701, 17th Floor. Aurobindo Galaxy,
Hyderabad Knowledge City, TSIC,
Raidurg, Opp to Ikea, Hyderabad, India - 500081
E: info@dazn.com
W: <https://media.dazn.com/en/>

STRICTLY PRIVATE & CONFIDENTIAL

LETTER OF OFFER

Date: 29th November 2024

Dear Raghavendra P
T-19 Flat no 1504
Prajay Megapolis,
Venkataramana colony, KPHB, 500072

On behalf of **DAZN Software Private Limited**, I am excited to issue this offer Letter of employment to you as **Streaming Support Engineer -Associate** based in **Hyderabad**.

Your Date of Joining **DAZN Software Pvt Ltd** is on or before **09th December 2024**.

You will be communicated the details of your role and responsibilities in the initial weeks of your joining. During your employment with **DAZN Software Private Limited**, you may be required to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in any work time shift, at allocated workspace and location as may be decided by the company.

As part of your annual compensation, you will receive a **Cost to Company (CTC)** of **Rs.6,90,200.00 (Rupees Six Lakh Ninety Thousand Two Hundred Only)**, including Fixed Salary, Allowances & an Annual Variable Bonus of **10%**. The quantum and applicability of bonus will be as per company policy and entirely at the discretion of the Management.

All roles within DAZN are given a Career Band that places them within the company's overall career structure and outlines the types of skill, knowledge, competence, and accountabilities required for roles at each level. Your role sits within our **Player Band**.

You will be on probation for a period of **3 months** (Three Months). On completion of the probation period, based on your performance evaluation / review, you will be converted as a confirmed employee. The notice period during the probation period will be 15 days on either side.

Your Salary Break-up is as given in **Annexure - A**

You are required to submit your Documents as mentioned in **Annexure - B** on your date of Joining.

Please sign and return a copy of this Letter of Offer as your Acceptance. Note that upon acceptance of this Offer Letter, it will be considered as your consent to us to conduct your Background Verification Check through our Empaneled Vendors.

Your offer may be withdrawn if you do not confirm your acceptance of this Offer within Three (3) business days or if you do not join on the proposed joining date.

Page 1 of 4

OUR TEAM SPIRIT





**THE SHRI RAM
ACADEMY**

OFFER LETTER

Dear Ms. Dasari Trishika Sharon ,

Date: 26th August 2024

Namaste!

Congratulations!

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as a **"Content and Product Development Executive"** in our School on the terms and conditions discussed and agreed by you at the time of your interview.

The appointment letter will be issued to you in terms of the agreed terms duly settled at the time of interview. The said letter will be handed over to you at the time of joining the duty on or before **26th August 2024** as agreed by you. This offer shall remain valid till the date as referred to above and thereafter it will automatically be deemed as not binding on either party.

Now therefore, we request you to submit the following documents at the time of your joining.

- Copies of educational & professional qualifications certificate
- Copy of appointment letter and release order received from the present/last employer
- Pan Card copy
- Aadhar Card copy
- Relieving letter from your present/last employer
- Passport size photographs-5
- Last employer – Salary slip

Please note that this offer is valid subject to the genuineness of the documents referred to above. In case, the documents submitted at the time of interview or even thereafter are found to be false then the offer of appointment and the appointment letter shall be treated as void Ab initio and your services shall be liable to be terminated without any notice or information. You shall please sign the duplicate of this letter in token of your acceptance and return this offer of appointment on the date of your joining.

For further details, you may please reach out to our Sr. Manager-HR - Ms. Shivani on 7799960711

For **THE SHRI RAM ACADEMY**

NISHA CHANDER
VP OPERATIONS & HR



Date of Offer : 28-Jun-2024

Ms. Peechara Rithika
UCO bank line.
Vinayakar Nagar,Gachibowli., Rangareddy
Telangana - 500032

Subject: Appointment Letter

Dear Peechara Rithika,

We welcome you to Coforge Ltd (hereinafter referred to as “**Company**”) and wish you the best in building a long and mutually rewarding career with us. We believe that it is the professionals like you who can build a world-class organization. The guiding principle behind our endeavour to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to offer you employment in the role of **ENGINEER TRAINEE** in the Company and your designation will be **GRADUATE ENGINEER TRAINEE**. Your joining location will be **Hyderabad** (“**Base Location**”). Your effective start date of employment will be 03-Jul-2024, or a mutually agreed and confirmed date to you in advance by your Talent Acquisition Manager (“**Effective Date**”),

We are pleased to offer you an Annual Total Compensation of INR 4,25,004.

This includes a Variable Compensation of INR. 21,250/-. The Variable Compensation may vary, depending upon the Company’s performance and your performance during each calendar year and governed by the variable compensation policy of the Company.

You will be initially reporting to **Pooja Khurana**, and any such person as notified to you from time to time.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in **Annexure B**. This Offer Letter along with Annexures A & B shall constitute the ‘Offer Letter’ and on your acceptance, this offer shall constitute a valid and binding ‘**Employment Agreement**’ between you and the Company.

You will also be governed by the rules, regulations, and practices of the Company which may change from time to time. In the event there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, policies, and practices of the Company, the prevailing rules, regulations, policies, and practices of the Company shall override the terms and conditions of employment in Annexure B.

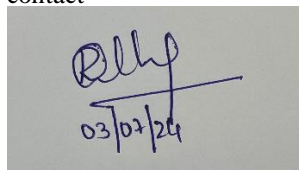
Your compensation is highly confidential and must be kept so. If the need arises, you may discuss it only with your Manager or an HR representative.

We request you to join us on or before 03-Jul-2024. This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this letter. and if you fail to join us on the Effective Date.

In the event there is insufficiency in joining documents, the Company, at its sole discretion, may defer your DOJ. In the event, the joining documents are not submitted at all, the Company shall have the discretion to withdraw the offer letter.

The Company provides long-term career opportunities to its employees. We sincerely hope that you will grow with the Company.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact



Coforge Limited

Special Economic Zone, Plot No. TZ-2 & 2A, Sector -
Tech Zone, Greater Noida (UP) - 201308, India
T: +91 120 4592 300 | F: +91 120 4592 301

Registered Office:

8, Balaji Estate, Third Floor,
Guru Ravi Das Marg, Kalkaji, New Delhi - 110 019,
India.
T: +91 11 41029 297 | F: +91 11 2641 4900

www.coforge.com

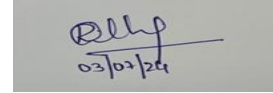
CIN: L72100DL1992PLC048753

Thank you

For Coforge Ltd



PANKAJ KHANNA
CHIEF PEOPLE OFFICER



Candidate Signature

Date:03/07/2024

Applicant Number : 23634909

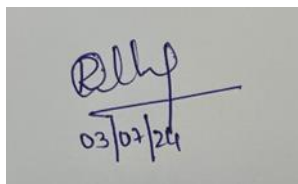
Name : Peechara Rithika **Band** : Band 2

Designation : GRADUATE ENGINEER
TRAINEE **Benefit Plan** : Plan Q

ANNEXURE A - Compensation & Benefits Details

A) Monthly Salary (INR.)	Basic	15,000
	HRA	7,500
	Flexi Basket	7,500
	Conveyance Allowance + LTA	796
	Gross Monthly	30,796
B) Annual Benefit (INR.)	PF (as per act)	21,600
	Mediclaim without Parents	10,507
	Life Insurance Premium	2,095
	Annual Benefits Total	34,202
C) Variable Compensation (INR.) (on achievement of 100% goals)		21,250
D) Annual Cost to Company (INR.)		4,25,004

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If you avail company provided car scheme, you shall be eligible for petrol and vehicle maintenance (up to a maximum of ₹ 25000/- per month), driver's salary (up to a maximum of ₹ 25000/- per month), based on the limits to be specified by you at the time of joining the company. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres) and ₹ 900/- per month for driver's salary is exempt from tax as per current rules. You may specify your petrol & driver limits depending on your estimated usage, immediately on your joining. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules. For company provided car availed cases, car perquisite will be deducted based on the car availed.
3. Variable Compensation shall be based on your Variable Compensation Plan, and the Company's Variable Compensation Policy. Employees joining in the last quarter of a financial year (January to March) are not eligible for Variable Compensation payout for that financial year.
4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
5. Life Insurance premium is towards the Life Cover for self as per the benefit plan and policy.



YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success, and we are committed to providing numerous opportunities for smart, self - motivated, pro - active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next - gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle - free. In case you have more questions or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

PUNE: 100, 101, Unit No 704, 7th Floor, Sai Radhe, Kennedy Road, Pune, Maharashtra, 411001. INDIA. Ph.: +91 20 4858 3399. GSTIN: 27AAACW2012R2Z4

BANGALORE: Tower C, Global Technology Park, Marathalli, Outer Ring Road, Bengaluru (Bangalore) Urban, Karnataka, 560103. Phone: +91 80 6814 6200. GSTIN: 29AAACW2012R1Z1

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com



June 19, 2024

To,

Yennapu Rohitha

Flat No: G4, Pno: 6-137/1956 & 1957 Sai Teja Nilayam, Kakatiya Hills, Pragathi Nagar, Hyderabad-500090

Dear Rohitha,

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.

6. KEY POLICIES, PROCEDURES AND PRACTICES

During your employment with EPAM (and where applicable after your employment has terminated) you must comply with all the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) EPAM policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

You should familiarize yourself with all policies and procedures that apply to your grade and business area as set out on intranet Info.epam.com.

7. TERMINATION OF SERVICE

(i) This offer is our formal contract and must be read and accepted in conjunction with this Employment Agreement, and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other Company policies and procedures which you agree to observe and follow during your internship and, if applicable, subsequent employment with EPAM. These Company policies and procedures may be varied from time to time.

(ii) If at any time, in the opinion of the Company, which shall be final, you are deemed insolvent or are found to be guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in the Company's interests or of violation of one or more terms of this letter, your services may be terminated immediately.

(iii) You have been offered this position on good faith that all the information and documents provided by you at the time of engagement for this employment are true and correct. Your continued engagement is contingent upon satisfactory background verification. EPAM reserves the right to terminate your engagement without notice if the information and documents provided by you are found incorrect. EPAM warrants the right to recover the costs incurred to perform the check and withhold your salary thereby.

(iv) Absences from Work: Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

8. NOTICE PERIOD

During the Training program, your services can be terminated by giving **15** days' notice and post training by giving 60 days' notice in writing or payment of salary in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. In case you opt for leave during notice period, the notice period will be extended by the tune of leaves availed. If during the notice period you are absent without permission, your services can be terminated without any further notice or pay in lieu of such notice. Any reduction/waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver. Notice period payment in lieu of notice if any allegation bounded legally in primary inquiry that you have committed any crime such as rape, fraud, theft, murder, and sexual harassment as per EPAM policy and local legislation Epam also expect you to provide above facts voluntarily.

9. RULES & REGULATIONS

During your employment, you will be governed by the rules, regulations of service and orders of the Company that may be in force and which may be amended, altered, or extended from time to time. Your acceptance of this offer carries with it your agreement to observe all such rules, regulations, and orders.

This offer will automatically lapse if not accepted within one (1) week from the date of this letter.

10. NON-COMPETE CLAUSE

For a period of 12 months after the termination of your employment, you must not be employed or engaged (in any capacity) by a customer of EPAM on whose account you worked during your employment with EPAM in the last 12 month before termination of your employment.

11. PERSONAL INFORMATION

During the process of your employment with Epam you may provide or confirm the confidential data or any information that is related to you personally, including without limitation to your email, contact details, taxation, family records, medical records (PI). You confirm that Epam may collect use, transfer, store or process such PI as per EPAM policies, for Epam benefits, Background verifications, financial and accounting aspects and for risk management purposes.

12. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 65 years and shall have no claim to be continued in the services of the Company thereafter.

13. COMPENSATION STRUCTURE

The company may, at any time, review and/or restructure the compensation package based on Epam Policy or any local legislation changes.

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You are responsible for declarations and implications for all your personal income tax and filing returns on yearly basis.

15. PAYROLL DATE

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month for associates joined before payroll cut off of every month.

16. TOTAL REWARDS

EPAM offers a Total Rewards plan with a comprehensive compensation package per market standards, including an excellent benefits program comprising health, finance and wealth, work/life balance, and learning and career benefits.

i. COMPENSATION

EPAM is an equal opportunity employer. We believe in Fair and equitable compensation for every associate. We always value excellence and high performance.

Your total salary per annum is INR 8,00,000 (Rupees Eight Lakh Only). Details of your salary structure are given in the Annexure.

ii. LEAVE

You will be entitled for below leaves on prorata basis as per EPAM leave policy.

Leave Type	Duration
Regular Vacation (EL)	15 days leave in a calendar year
Other Leaves	6 days Sick leave & 6 days Casual leave

iii. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per the published calendar. Associates working out of client locations shall follow the client holiday calendar.

iv. HEALTH AND WELL-BEING

EPAM promotes employee health and wellbeing and help create positive working environments where individuals and organisations can thrive. We believe good health and wellbeing are core enabler which drives employee engagement and organisational performance.

Health Insurance:

You shall be covered under the following Insurance benefits from the date of joining as Trainee and the cost of premium will be borne by the Company during your training period:

Policy	Details
<p>Group Medical Health Insurance</p>	<p>New flex benefits plan – choice to choose what works for you and your family. Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> • Choose Sum insured: INR 500,000 to 20,00,000 • Choose Family options: E only, EPZ, ESCZ, ESCP/PIL, ESCP+PIL+Z. • Choose Additional modules – Silver, Gold, OPD plans. <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> • Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 <p>Wellness Pack - 3 options – Gym, Self-defense, Personal device, De-stress, Lifestyle Plan options: E-Employee, P-Parents, Z-Sibling, S-Spouse/Partner, PIL- Parent in Laws, C-Children</p>
<p>Group Personal Accidental Insurance</p>	<p>Employee Cover – 3 X CTC; min sum Insured. benefit – INR 50,00,000 - whichever is higher.</p>
<p>Term Life Insurance</p>	<p>Employee cover; Cover – 3 X CTC; min. benefit – INR 50,00,000 – whichever is higher.</p>
<p>Future Service Gratuity</p>	<p>Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. Formula linked, based on Basic Salary</p>

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - 40,000 flex points: 1 flex point = 1 IN

Practo:

Epam has partnered with Practo, and you are eligible for free online Doctor consultation. For more information you can refer to KB Page post your joining.

Mr. Sai Jyothir Aditya Kantipudi,
Hyderabad, India

Dear Sai Jyothir Aditya,

Sub: Letter of Offer/Appointment Letter

With refer to the discussions you had with us, we have pleasure in appointing you as **Junior Software Engineer**, effective from **June 03, 2024**. The terms of your employment are as follows:

- (a) Your annual Salary will be **Rs. 6,00,000/-** (Rupees Six Lakhs only), as detailed in Annexure A.
- (b) Salary reviews will always be subject to the schedules as may be implemented by the company from time to time. Your first salary review will be based up on your performance as per company policy schedule.
- (c) Your remuneration package is strictly confidential between you and the company and should not be discussed with any one or divulged to anyone in any manner whatsoever.
- (d) Loginsoft defines employment categories as Probation and Confirmed employees, so that employees understand their employment status and benefits entitled to. Initially you will be on probation basis for the first 3 months from your date of hire. Any significant absence will automatically extend the probationary period. The probationary period is intended to give you opportunity to demonstrate your abilities to achieve a satisfactory level of performance and to determine whether you meet the position expectations. Loginsoft uses this period to evaluate your capabilities, work habits, adaptability to our culture and overall performance.

Upon satisfactory completion of the successful probationary period, you will enter the "confirmed" employment classification only on the receipt of letter of confirmation issued by the Company. Generally, confirmed employees are eligible for Loginsoft benefit package, subject to the terms and conditions. Salary Appraisal is an annual exercise which will be considered from your date of hire. However, increment in the employee's salary is not automatic and will be subject to the employee's and the company's performance.

If you do not meet the set expectations, the probationary period may be extended for a specified period or the employee may be terminated as decided by the company.

- (e) Employment with the Company can be separated by serving three months prior written notice from employee. The notice period from the employee is essential for the company to ensure timely and smooth hand over of existing responsibilities to another employee. However, Non performance, insubordination, disobedience, misbehavior, refusal to carry out superiors orders non adherence, non-compliance and / or breach of any of the terms mentioned herein, as the case may be, the Company reserves the right to terminate your services forthwith without pay, without any notice notwithstanding any other terms and conditions stipulated herein. Further, the Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) During your employment with the Company, you will, at all times, observe secrecy in respect of any technical, trade or business data, customers names/business details or any other information that might come to your knowledge, which according to the Company are necessarily confidential and form valuable property of the Company. You shall not disclose nor cause the disclosure of any such data in any manner whatsoever.
- (g) All software, systems, ideas, concept, designs, documentation, or any other material produced by the employee during the period of his assignment to Loginsoft will either be Intellectual Property of Loginsoft or that of its Customers. The employee will not have any rights to such material described as above.
- (h) As a part of this assignment, you will be required to travel within India or abroad. In the event of such a travel you will be communicated at appropriate time and agreement will be required to sign by employee to serve the company for a minimum period of Eighteen months upon return assignment from abroad.
- (i) You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination/ resignation by you of your services without the required notice having been given.
- (j) The working hours applicable to you will be the same as are observed depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the Company's/ Client's work requirements.

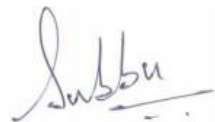
- (k) Your normal hours of work are from 9:30 hrs to 18:30 hrs Monday to Friday inclusive, with a one-hour break. This accounts for 40 hours of minimum effective work per week. Depending on project contingencies, working hours for specific employees or groups of employees may be modified/ altered from time to time.
- (l) You may be required to work in shifts or on holidays and weekends depending on the nature of the project.
- (m) We recognize the importance of vacation time in providing the opportunity for rest, recreations, family, and personal activities, keep up good health and build work life balance a total of 20 working days are available annually. The total usage of 20 leaves Casual (CL), Sick (SL), Personal leaves (PL) can be availed in two cycles in a calendar year. The combination of 10 leaves (6CLs, 3SLs, 1PL) can be availed in the first cycle between Jan to Jun. The remaining 10 leaves can be availed between Jul to Dec. Leaves will be grated to you according to the leave cycles. 10 days of Public Holidays in a year will be applicable as per the festivals and national holidays.
- (n) Gratuity will be paid as per the Act.
- (o) You will be paid your monthly salary through bank transfer on the last day of the month for which employees have to open bank accounts in specified bank/s.

If you have any queries / clarifications regarding your offer letter please contact Mr. Subbu Chedella at 040-40325500 or send an email to schedella@loginsoft.com, HR at ggovindaraju@loginsoft.com

We welcome you to the Loginsoft family and wish you a successful career with us.

Yours faithfully

For Loginsoft Pvt Ltd



Subbu Chedella

Sr. Manager- Talent Acquisition

3

The terms and conditions of this offer are fully acceptable to me.

Station:

Date:

Name : Mr. Sai Jyothir Aditya Kantipudi
EMP ID : 612
DOJ : 03 June 2024

Annexure A

Annual Compensation

Description	Rs. Per Month	Rs. Per Annum
Basic Limit	18,770	2,25,240
HRA	7,508	90,096
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	17,797	2,13,564
Gross (A)	46,925	5,63,100
Annual Benefits		
PF Employer Contribution	1,800	21,600
Gratuity	902	10,828
Health Insurance	373	4,472
Total Annual Benefits (B)	3,075	36,900
Cost to Company (CTC) (A+B)	50,000	6,00,000
Deductions		
PF Employee Contribution	1,800	21,600
Professional Tax	200	2,400
Total Deductions (C)	2,000	24,000
Net Pay (A - C)	44,925	5,39,100

Note: Net Pay shown is before Tax and will change based on Income Tax deductions.



Personal & Confidential

Date: 05-06-2024

Sub: Offer Letter

Dear Niveditha Manne,

With reference to the discussion, you had with us, we are pleased to offer you employment as an **SDE-1(Software Development Engineer-1)**. This offer is contingent on the satisfactory completion of a background check. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per Income Tax norms.

To help Kitaab Technologies Private Limited meet its accelerated growth plan, we would appreciate your joining us not later than **10.06.2024**

You are requested to submit the following documents/certificates at the time of joining.

1. One set photocopies of all academic & Employment certificates
2. Copy of your passport
3. Passport Size photographs
4. Copy of your PAN

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. These Terms and Conditions of your offers mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to Kitaab Technologies Private Limited and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact sricharanseenivasan@kitaab.biz

Yours faithfully,

For Kitaab Technologies Private Limited

Authorized Signatory.

Acceptance

I hereby accept the position and terms and conditions of employment offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on **10-06-2024**

Signature: Niveditha.M

Email:nivedithamanne23@gmail.com

KITAAB TECHNOLOGIES PRIVATE LIMITED

Terms and Conditions

1. Date of Appointment

Your appointment will be effective from your Date of Joining.

2. Place of work

Hyderabad. You should be prepared to work anywhere in India or overseas, if the company so directs you on account of emergencies of work. You would also be required to provide your services to the Company's subsidiaries or associates, if required.

3. Responsibility

You will be responsible for Software Development and Support activities and accountable for the other related assignments given to you by your reporting authority.

4. Transfer

You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment or branch of the company. In such case, you will be governed by the terms and conditions of service applicable to the new assignments.

5. Deputation

You should be agreeable to work on deputation (if required) at any location on the terms and conditions approved. Failure to honor the above will amount to indiscipline.

6. Shifts

You could be required to attend in shift as per the requirement of the company.

7. Probation

You will be on probation for 6 months from the date of joining.

8. Salary Information Confidentiality

Your salary information is confidential. We appreciate your cooperation in keeping it confidential. In case if the company finds that such information is not kept confidential, company may take any action which is deemed fit.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from your reporting.

10. Leave

KITAAB TECHNOLOGIES PRIVATE LIMITED



You will be governed by Kitaab Technologies Private Limited's leave policy that will be in force from time to time.

11. Discipline

You will be governed by the company's rules and regulations that will be enforced at the time of your appointment and also that may be promulgated from time to time.

12. Dress Code

Flexible, mostly business casual. However, if your assignment requires you to work at a client location, you will be governed by the applicable policies of the client.

13. Past Record

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information- in such case, you will be liable to removal from service without any notice.

14. Employee's Confidentiality and Inventors Assignment Agreement

You will have to review and execute the employee's Confidentiality and Inventors Assignment Agreement as stipulated by the company at the time of joining duty.

15. Notice Period

This contract of employment is terminable by Employee by giving Two Month (60 days) written notice and terminable by the Company by giving One Month's (30 days) written notice on confirmation. During the Probation period this contract of employment is terminable by the Company by giving 15 days' notice.

16. Voluntary Abandonment

Should you not report to duty for more than 5 consecutive days without prior sanction of leave from your superior, it is constructed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

17. On Separation

On termination of this contract, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, affects or records etc., belonging to the company or relating to its business and shall not make or retain any copies of these items. The above terms and conditions are subject to company policy.

18. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

19. Contact Information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during your appointment.

20. Governing Law and Resolving of Dispute

The Agreement shall be governed by the laws of the state of Andhra Pradesh, Visakhapatnam, India. In case of any non-resolvable differences arising at any time between the Parties hereto as to the interpretation or effect of this Agreement or

KITAAB TECHNOLOGIES PRIVATE LIMITED



any clause or matter herein contained or otherwise howsoever in relation to the Agreement, the same shall in the first instance be referred to arbitration by either a sole arbitrator, if the Parties can agree on a sole arbitrator or an arbitral tribunal consisting of three arbitrators, one each nominated by the Parties and the third chosen by the two appointed arbitrators. The arbitration shall be governed by the Indian Arbitration and Conciliation Act, 1996 and the seat of arbitration shall be Andhra Pradesh Visakhapatnam, India. Any arbitration award shall be final and binding and shall be paid by the party which does not principally prevail in the arbitration.

21. Minimum Commitment Period

The employee agrees to remain in continuous employment with the Company or its subsidiaries for at least 12 months. If the employee resigns before completing 12 months, they will be required to pay the Company 2 months of their last drawn salary without any changes to their notice period.

22. Training Period and CTC during Training Period

The first month (30 days) of employment will be considered a training period, during which the gross salary will be Rs. 20,000 per month. Upon completion of the training period, an assessment will be conducted. If the assessment is successfully passed, the agreed-upon CTC (Cost to Company) will be implemented.

The company reserves the right to terminate the employment contract in case of unsatisfactory performance during the training period.

23. Payday

The employee will receive the salary on or before the 7th of each month.

KITAAB TECHNOLOGIES PRIVATE LIMITED
SALARY BREAKUP SHEET

BREAK UP OF THE SALARY		Monthly	Yearly
Fixed	Basic Salary	Rs. 16,667	Rs. 2,00,000
	Dearness Allowance (DA)	Rs. 4,167	Rs. 50,000
	House Rental Allowance (HRA)	Rs. 8,333	Rs. 1,00,000
A	Gross	Rs. 29,167	Rs. 3,50,000
Allowances	Medical Allowance	Rs. 1,250	Rs. 15,000
	Conveyance Allowance	Rs. 1,600	Rs. 19,200
	Education Allowance	Rs. 400	Rs. 4,800
	Special Allowance	Rs. 7,250	Rs. 87,000
	Other Allowance	Rs. -	Rs. -
B	Reimbursements	Rs. 10,500	Rs. 1,26,000
C = A+B	Monthly Gross	Rs. 39,667	Rs. 4,76,000
company Contribution	P.F.	Rs. 1,800	Rs. 21,600
	Insurance	Rs. 200	Rs. 2,400
	Refundable Contribution	Rs. -	Rs. -
	Performance incentive	Rs. -	Rs. -
D	Liabilities	Rs. 2,000	Rs. 24,000
E = C+D	CTC	Rs. 41,667	Rs. 5,00,000
Deductions	P.F.	Rs. 1,800	Rs. 21,600
	E.S.I.	Rs. -	Rs. -
	Professional Tax	Rs. 200	Rs. 2,400
	Income Tax	Rs. -	Rs. -
F	Deductions	Rs. 2,000	Rs. 24,000
G = C-F	NET TAKE	Rs. 37,667	Rs. 4,52,000

Note: TDS applicable as per income tax act



October 16, 2023
Hyderabad

Internship Offer Letter

Dear Ms. K Nisha,

We are pleased to inform that you have been selected for the role of **Corporate Relations - Intern** at **NxtWave Disruptive Technologies Private Limited**.

Following are the details of the internship:

1. The internship will start on **October 18, 2023** and is expected to end on **April 30, 2024**.
2. During the internship, you will receive your compensation of **Rs. 20000/- per month** out of which **Rs. 18000/-** shall be your in-hand amount and **Rs. 2000/-** shall be deducted as TDS.
3. The deducted amount can be claimed after the completion of the financial year by filing your Income Tax Returns.
4. This offer is subject to policies, terms and conditions of the Company.

We look forward to working with you. To show your acceptance to this offer, please sign this letter.

For **NxtWave Disruptive Technologies Private Limited**

(Rahul Attuluri)

Wholetime Director & CEO

INTERNSHIP ACCEPTANCE

I accept the internship offer from the company under the terms set forth in this letter:

Intern Name: **K. NISHA**

Date: **18-10-2023**

Intern Signature:

Registered Address

Sy nos. 115/22, 115/23, 115/25, Plot no. 30;
Brigade Towers, East Wing, Ground Floor,
Nanakramguda, Serilingampally, Hyderabad,
Telangana-500032, India

hr@nxtwave.tech

17 May 2024

Karthik Thota

Letter of Intent

Dear Karthik,

With reference to your selection through campus recruitment, we are pleased to offer you the position of **Member Technical**, at grade level **G2 L1** with Sincro Digital Marketing (India) Pvt Ltd based out of Hyderabad.

You are requested to join us **on or before 02 September 2024**. Your **Total Cost to the Company ("TCTC")** will be **INR 800,000** per annum. A detailed break up of your salary structure is provided in Annexure 1.

We offer you the position **MEMBER TECHNICAL** on the following terms and conditions:

- 1. Background Checks**
As part of our process, we will conduct a background check (Address, Criminal, Education and reference checks or any other check as required by the company from time to time) directly or through engaging a third-party agency. Please note that this Letter of Intent is subject to the authenticity of the information and documentation provided by you. If the information provided by you found at any time to be incorrect or false or if you are found to have willfully suppressed or concealed any material information or misrepresented any information, the Company reserves the rights to take appropriate action leading up to withdrawal of this employment offer.
- 2.** This Letter of Intent is conditional upon you successfully completing your current degree examination.
- 3.** The contents of this letter are strictly confidential to Sincro. Any disclosure of the contents of this Offer Letter to any third-party will be construed as a serious breach and Sincro may initiate appropriate action against you.
- 4.** All other detailed terms and conditions of your employment will be specified in the letter of employment agreement and Company policies which will be provided to you separately at the time of joining the company. This Letter of Intent along with the appointment letter and Company policies collectively form a part of your employment conditions.
- 5.** The Company may revoke this letter of intent (for convenience) any-time before execution of the letter of employment and without any prior notice or stating any reason thereof.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time. We request you to confirm your acceptance of this Letter of Intent by signing a copy of this Letter of Intent and sending it across to us within two (2) days, failing which this Letter of Intent will be invalid.

Yours Sincerely,

Sincro Digital Marketing (India) Pvt. Ltd.



Name: Rishi Chhibber

Designation: Vice President - Human Resources

Acceptance

I have read and understood all the terms and conditions contained in this Offer Letter and agree to abide by the same. I represent and warrant that I have adequate information regarding the terms of this Offer Letter, and all other matters encompassed by this Offer Letter to make an informed and knowledgeable decision regarding issuing this Offer Letter.



Name: Karthik Thota

Date: 26 - 05 - 2024

Place: Hyderabad

Annexure 1

Name: **Karthik Thota**

Position: **Member Technical, G2 L1**

A. Monthly Salary	Rs. / Month	Rs. / Annum
Basic Salary	19450	233400
House Rent Allowance (40% of Basic Salary)	7780	93360
Flexible Benefits*	5035	60420
Statutory Bonus	1500	18000
Conveyance	1600	19200
Ex-Gratia	3242	38900
Special Allowance	22940	275285
Total A	61547	738565
B. Retiral Benefits		
Provident Fund**	2334	28008
Gratuity ***	936	11227
Total B	3270	39235
Monthly Gross Salary (A+B)	64817	777800
C. Benefits		
EOC Allowance	1250	15000
Broadband Allowance	600	7200
Total C	1850	22200
Total Cost to Company (A+B+C)	66667	800000

* Leave Travel Allowance and Children Education Allowance are options available to opt from flexible benefits.

** PF will be deducted as per the statutory norms.

***The Gratuity is payable as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

The salary mentioned above is subject to deduction of tax as may be applicable from time to time.

Sincro is eligible to deduct all such amounts as may be due against the employee from salary payable to you.

Additional Benefits:

Insurance (Free of cost benefit to employee – Premium borne by Sincro INR 30,000/-):

- Group Mediclaim Insurance** - Sum insured of INR 5,00,000 per annum. As per the policy, you have an option to enroll your dependents (spouse, up to 2 children, parents/in-laws).
- Group Personal Accident** - Insurance for INR 25,00,000 per annum. This benefit is extended only to the employee.
- Group Term Life Insurance** - Sum insured equal to 2 times of your cost to company or INR 10,00,000, whichever is higher. This benefit is extended only to the employee.

Internship Letter

MiraFra/I/HRL/2024/132
19 January 2024

To
Ms. Karingula Vaishno Devi

Dear Vaishno Devi,

As per your request, your internship/training will commence from 19 January 2024 to 31 March 2024 for the duration of 03 (Three) months.

As **Intern/Trainee**, your gross monthly stipend would be 20,000/- (Rupee Twenty Thousand Only).

In consideration of your Training/internship with MiraFra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm MiraFra and/or its current and/or future business and to have covenant on non-competence with MiraFra.

The Company shall have all rights and discretion to terminate or cancel your internship/training, if you are not found suitable or do not perform as per expected standards or shows lack of interest in training or could not complete training in successful manner.

Yours faithfully,
For MiraFra Software Technologies Pvt. Ltd.,



Shailesh Jadhav
Vice President - Human Resources

Date: 22-07-2024

Ref No: 32543

Mr. Pavan Reddy Dath

1-40/1

Kothmir village

Adilabad

Telangana

Dear Pavan Reddy,

Welcome to Movate Technologies Pvt Ltd (Movate). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

- Gross Cost to Company:** The position includes a gross CTC of **INR 2,20,000** (INR Two Lakh Twenty Thousand Rupees Only) per annum, before deductions, as explained further in Annexure 1.
- Annual Guaranteed Compensation:** Your Annual Guaranteed Compensation will be **INR 2,09,000** (INR Two Lakh Nine Thousand Rupees only).
- Annual Variable Compensation:** Depending on your and Company's performance, you may be paid an Annual Variable Compensation maximum of **INR 11,000** (INR Eleven Thousand Rupees Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in company's Intranet portal 'HIVE'.
- Other Benefits:** Upon joining the Company, you will be positioned as **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- Location:** Your initial place of work will be **Hyderabad**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
- Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
- E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you.

Annexure 1 – SALARY WORKING & BENEFITS

Candidate Name: Pavan Reddy Dath	
Designation: Trainee	Grade: JL1B

SALARY COMPUTATION			
Components	Per Annum	Per Month	Component Description
Guaranteed Compensation			
Basic Pay	66,684	5,557	30% of TGC
House Rent Allowance	33,342	2,779	50% of Basic Pay
Statutory Bonus	13,337	1,111	As per the act
Special Allowance	78,245	6,520	Balance Component. Refer to 'Explanatory Notes'.
Statutory Component			
Provident Fund	17,392	1,449	(Employer Contribution) As per the Act
Total Guaranteed Compensation (TGC)	2,09,000	17,417	
Variable Component			
Variable Performance Pay (VPP)	11,000		
Total Variable Compensation	11,000		Refer to 'Explanatory Notes'
Gross Cost To Company (CTC)	2,20,000		
Benefits			
Accidental Death Cover	15,00,000		
Group Term Life Insurance Cover	15,00,000		
Employee Direct Linked Insurance Cover	7,05,000		
Hospitalization Insurance for self (spouse & 2 dependent children)	3,00,000		
Leave Encashment upon exit upto	60		On Basic Pay

Explanatory Notes

1. Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rule
2. Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution (Applicable up to JL3)



CONSULTANT LETTER

To,
Ms.Tulasi R
D/O, Mr. Rasamsetti Laxmi Kantha Rao

Currently resides at -Hno 23-3-111, Venkatadri Nivas Colony, Badangpet, Balapur, Hyderabad, Telangana - 500058

Date of Issue:08-Jan-2025

Dear Ms.Tulasi R

Further to our discussions, we are pleased to offer you as a consultant with Process Q India LLP., hereafter referred to as the "Company" or "Employer", a registered company of India with its principal place of business at 12-13-414/11, St. No.1, Tarnaka, Secunderabad, India.

This offer Consultant letter hereafter referred to as "Letter" is entered between the "Company" and **Ms.Tulasi R** hereafter referred to as "Consultant" or "you". Each of Company and Consultant is hereinafter referred to as a "Party" and together as the "Parties".

Please note that the validity of our offer under this Letter is conditional upon receipt of your acceptance of this letter by the date provided herein, post which it will automatically lapse.

This offer of employment is further subject to the information contained in your application form and/or curriculum vitae being true and accurate, including satisfactory & successful verification of your background, previous employment(s), educational qualification(s), criminal/ court and global database checks. You further authorize the Company to conduct such enquires with Government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions. Additionally, if you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately cease without any claim.

Further, this Letter lays down the terms of employment, agreed upon by the Company and you. It is important for you to understand our mutual expectations regarding your employment, which is subject to your acceptance of below listed terms of your employment with us. Other terms and conditions applicable to your employment will be set forth in the Company's policies and procedures which you agree to observe and follow during your employment with the Company. These company policies and procedures may be varied from time to time. The Company reserves the right to change its Policies and Procedures from time to time at its sole discretion.

1. Terms, Scope of Employment & Work Hours:

1.1 You shall be employed as "**Trainee- Dot Net**" commencing from **15/Jan/2025**.

1.2 Your place of work will initially be at the Company's Secunderabad office. However, your services can be transferred by the Company from one location to another, one department/entity to another. Your services can also be transferred to any of the Company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business. The decision of the Company in this regard shall be final and binding on you.

1.3 In case you are hired fresh out of college or university campus and the results of your examination is still awaited, your continued employment with the Company will be subject to passing the said examination appeared before joining the Company and completing the course, failing which the Company reserves the right to take action including termination of your employment without notice.

Your employment will be based in work from home for the time being and later from Hyderabad office. You will work from home and once the office opens you will work from our office. You shall maintain secrecy and not to disclose the financial matters to anyone. Job timing depends on the company requirement as and when needed you need to work accordingly. You confirm that there are no other agreements executed by you with third parties and or previous employer(s) that directly or indirectly conflict with the terms and conditions of your employment or restrict your ability to enter into full time employment with the Company.

PRIVATE AND CONFIDENTIAL

November 8, 2024

Dara Manoj Abhiram
Bengaluru

Dear Manoj Abhiram,

Congratulations!

Thank you for your interest in associating with our organisation. We are pleased to confirm your employment with Thomson Reuters International Services Private Limited, Thomson Reuters Group Company for the **Associate Software Engineer** role.

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters Group Company, Thomson Reuters International Services Private Limited whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

The date of commencement of this employment contract is **November 18, 2024**.

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be **Bengaluru**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control of the company, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. The Group Company will be deemed to be in control of an entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

Annexure I - Total Rewards

Name: Dara Manoj Abhiram

Title: Associate Software Engineer

Reporting Manager: Clyde Netto

Department: AEM Professional Services

Base Pay (Total Fixed Pay)

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible pay (per annum)	414,000
Provident Fund (per annum)	36,000
Base Pay (Total Fixed Pay)	750,000

As per the Compensation structure, below two components would be part of Flexible Salary component and calculated as:

- House Rent Allowance: 50% of Basic Salary.
- Leave Travel allowance: 20% of Basic Salary or INR 12,500 per month, whichever is lower.

** Refer to the flexi pay document for more details

Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our **Variable Pay AIP Plan**, subject to the criteria of the then applicable incentive plan of the company.
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **60,000** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.