

# STELLANTIS

25 October 2021

Prashansa Chintala  
18-1-337/95 , Arundhati colony, Huppuguda , Hyderabad, Telangana - 500053.

Dear Prashansa Chintala,

Further to our discussion, we are pleased to offer you a position in the FCAIT AUTOMOTIVE INDIA PRIVATE LIMITED (hereinafter referred to as "FCAIT" or "Company"). Your position will be **Graduate Engineer Trainee**.

Your annual total fixed pay will be **INR 550000 (Five Lakhs Fifty Thousand Only)** as detailed and provided in Annexure-I to this offer letter ("Compensation and Benefits Structure"). Your current place of posting is **Hyderabad**.

The offer is valid for a period of Two (2) days from the date hereof, and is contingent on your commencing employment with FCAIT on **16th November 2021**.

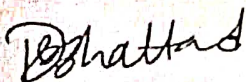
Please sign and return duplicate of this letter as a token of your acceptance. If you have not accepted this offer before the expiration of two days from the date hereof, and you have not joined the organization on the date specified above, this offer shall stand withdrawn, unless otherwise communicated to you by the FCAIT in writing.

Your appointment is subject to you clearing all your academics and being declared fit by a medical officer or doctor or an agency specified by FCAIT. The list of medical investigations that you are required to undergo are provided as in Annexure II of this offer letter. As part of hiring process, FCAIT reserves the right to verify your credentials through an agency appointed as per the company policy. Detailed appointment letter and Training Agreement along with the compensation and benefits and terms and conditions of service will be issued upon joining. At the time of joining you need to Sign a Training Agreement and present all your academic credentials along with your KYC documents.

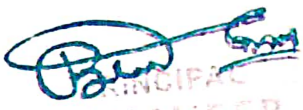
We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and FCAIT. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Thanking you,

For FCAIT Automotive India Private Ltd



**Darshankumar Bhattad**  
**Asst General Manager - Human Resources**



**MANAVEER SINGH**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bangaluru, Hyd-500 005.

**ACCEPTANCE**

**Name: Prashansa Chintala**

**Date:**

FCAIT Automotive India Private Limited  
No. 198/1B-401 A, Giga Space IT Park, Delta-1,  
Viman Nagar, Pune Nagar Road,  
Pune, Maharashtra - 411014, India.  
Tel: +91 20 6747 4500  
Email: hrsea@fcagroup.com  
CIN: U72900PN2020FTC194169

[www.stellantis.com](http://www.stellantis.com)

Wednesday, September 29, 2021

Shyamala Gandham  
12-118, Srinivasa Nagar, Beside Srinivasa Theater,  
Mandalam, Kodad, Nalgonda - 508206

**Subject: Offer Letter**

Dear Shyamala,

Congratulations! On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our offer of employment, as **Analyst, Data**, reporting to reporting to Rajesh Veliyaveetil, Director, Technology Delivery. This offer is contingent on the completion of satisfactory references and background investigation.

**Joining Date** – Your employment starts on **Monday, October 04, 2021**.

**Work Location** – 7<sup>th</sup> Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad – 500008, Telangana.


**Probation** – You will be on probation for a period of six months from the date of joining. On successful completion of your probation, you will be confirmed as a permanent employee of MassMutual Global Business Services India LLP.

**Compensation** – Your target Cost to Company (CTC) for the year is **INR 540,587**. The break-up of the annual CTC shall be as set out below:

Pay Components	Annual	Month
<b>Fixed Compensation - A</b>	<b>₹ 482,000</b>	<b>₹ 40,167</b>
Basic Salary	₹ 241,000	₹ 20,083
House Rent Allowance (HRA)	₹ 144,600	₹ 12,050
Allowances	₹ 96,400	₹ 8,033
<b>Retirals - B</b>	<b>₹ 40,512</b>	<b>₹ 3,376</b>
Provident Fund (Employer Contribution)	₹ 28,920	₹ 2,410
Gratuity	₹ 11,592	₹ 966
<b>Variable Pay (Annual Target Short term Incentive) - C</b>	<b>₹ 18,075</b>	<b>₹ 1,506</b>
<b>Cost To Company (CTC) = A+B+C</b>	<b>₹ 540,587</b>	<b>₹ 45,049</b>

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

- Allowances as allowed by law and decided at your discretion unless otherwise noted, including:
  - Leave Travel Allowance
  - National Pension Scheme (NPS) Contribution
  - Child Education and/or Hostel Allowance
  - Meal Voucher or Onsite Meals

  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

1:44 PM

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Dear KAAVATI VINEETHA ,  
Resume Number - 20952987

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

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

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

  
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Bandlaguda, Hyd-500 005.



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207162648/Chennai**  
**Date: 01/11/2021**

Ms. Himabindu Kakani  
H.No 2-105, Bodulabnada, Nelakondapalli Kakani Bazar,  
Near Mosque,  
Khammam-507160,  
Telangana.  
Tel# 91-9121804093

Dear Himabindu Kakani,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

PRINCE  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

**TCS Confidential**  
**TCSL/DT20207162648**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



June 9, 2021

Lakshika Pareek  
Hno-19-5-9/31 ganga kunj bahadurpura  
Hyderabad, India 500064

Dear Lakshika:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Technical Solution Analyst I at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

#### COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 6,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,85,278 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

#### ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

#### EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

#### OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by June 14, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by June 9, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this offer.

*[Handwritten Signature]*  
PRINCIPAL  
INSTITUTE OF SOFTWARE TECHNOLOGY  
Bandlaguda, Hyd-500 005

September 9, 2021

HRD/3T/1002278649/21-22

Ms. Bhavyasri Madishetty

Siri Residency , Flat No: 402, Mohinpura, Near Hunam Temple ,Siddipet

12-2-35 Ganesh Nagar, Indrabhavanam, Siddipet

Siddipet-502103

India

Ph: +91-9440507042

Dear Bhavyasri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.09 11:25:16 IST  
Reason: Digitally Signed  
Location: Bangalore**M. VEER**  
**INSTITUTE OF SCIENCE & TECHNOLOGY**  
Bandlaguda, Hyd-500 005

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207347058/Ahmedabad**  
**Date: 25/10/2021**

Ms. Miryala Mounika  
H No 4-53/6H No 4-53/6 Village Kondapur,  
Near Gram Panchayath,  
Jagityala-505453,  
Telangana.  
Tel# 91-9441731963

Dear Miryala Mounika,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

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**TCSL/DT20207347058**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

5<sup>th</sup> & 6<sup>th</sup> Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India  
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

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**MAHAVEER**  
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Bandlaguda, Hyd-500 005

# T · · Systems ·

Mr. Patha Saikiran  
1-23, Gundannapally  
Sthambhampalle, Karimnagar,  
Telangana - 505302

14<sup>th</sup> September 2021

Re: Appointment as Trainee

*Dear Patha Saikiran,*

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 15<sup>th</sup> September 2021, under the following terms and conditions.

## Training Period:

Your training period shall be of 1 (One) year and shall commence from 15<sup>th</sup> September 2021 and may be curtailed/ terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

## Remuneration:


During the first year of training, you will be paid a consolidated remuneration of ₹ 4,00,000 (Rupees Four Lacs only) per annum on cost to company basis excluding premium cost of Insurance Plan. The break-up of your remuneration is presented to you in the attached sheet. If you do not complete the training satisfactorily, the retention amount will stand forfeited.

## General:

Your initial place of working shall be at Bangalore office however, based on business imperatives, your location may be changed from one place to another anywhere in India and/or from one office to another either existing or that may be set up in future.

1. You shall undertake not to divulge, disclose any technical data, know-how or special information which comes into your possession or knowledge, whether directly or incidentally while imparting the necessary training to you and the same shall be kept in strict confidence and secrecy by you solely for the use of the Company. After completion of the training period, you shall not put such

Patha Saikiran  
14.09.21

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Ban. Naguda, Hyd-500 005.



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Date:03-Nov-2021

Chippe Tejaswi  
C10263140

Plot no 303 Gandhi Nagar meerpetHyderabad  
7989506513

Dear Chippe Tejaswi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

*Praveen*  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyderabad-500 005.

Candidate's Signature



26-Aug-2021

Dear Shreya Ganachary,  
B.Tech, Computer Science  
Mahaveer Institute of Science and Technology, Hyderabad

Candidate ID – 15748814

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, 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**. 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 Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution 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**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, 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 Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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Date:28-Jun-2021

Ganechary Shreya  
C9692132

20-2-236, Kinari Galli, Golla Khidiki, Hussainalam, Bahadurpura, Hyderabad, Telangana, 500064.  
8247862281

Dear Ganechary Shreya,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

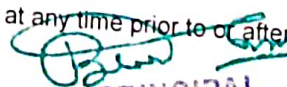
Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyderabad - 500 005.

Candidate's Signature

Version 2.1 (Feb 2021)

1

Reference Id: eaaa0fdd-f59d-4eec-a9b6-7852ed52f06c\_1  
Signed By: Mahesh Vasudeo Zurale



A Unit of Focus 4D career Education Pvt. Ltd

22-Apr-2021

Ms.Ganechary Shreya

shreyaganechary01@gmail.com

Candidate ID : CN20210358

Dear Ganechary Shreya,

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).


Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Date: 24-Jun-2021

To

Ganechary Shreya  
INDIA

Dear Ganechary Shreya,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

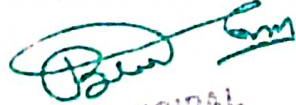
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

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Date:05-Jul-2021

Revanth Kurmeti  
C9721099

H.No: 14-769/1shanthi nagar  
9182148781

Dear Revanth Kurmeti,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



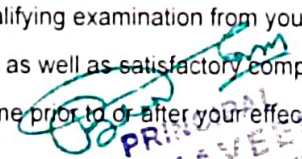
Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

  
PRINCIPAL  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.  
candidate's Signature



30-Aug-2021

Dear Chelloju Anusha,  
B.Tech, Computer Science & Engineering  
Mahaveer Institute of Science and Technology, Hyderabad

Candidate ID – 17784838

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, 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**. 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 Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution 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**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, 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 Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
HYDERABAD



26-Aug-2021

Dear Janumpally Reddy,  
B.Tech, Computer Science & Engineering  
Mahaveer Institute of Technology and Science, Jadan

Candidate ID – 16434905

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, 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**. 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 Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution 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**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, 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

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At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



September 20, 2021

HRD/3T/1001820059/21-22

Ms. Janumpally Gayathri Reddy  
1-57/330,Sri Ram Nagar, Kondapur, Hyderabad  
1-57/330,Sri Ram Nagar, Kondapur, Hyderabad  
Hyderabad-500084  
India

Ph: +91-8919503288

Dear Janumpally,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.20 14:06:28 IST  
Reason: Digitally Signed  
Location: Bangalore

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 088

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

Candidate ID: 5127288 /1015873,

Date of Joining: 10/28/2021,

Joining Location: Hyderabad,

Designation: Analyst,

Dear Syed Abdullah,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Hyderabad office, for joining formalities as per the address mentioned below:

**Address**

Capgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda, Gachibowli, Hyderabad  
- 500 032

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
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**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECH BY  
Bandlaguda, Hyd-500 005.



Private &amp; Confidential

To,

Mr. Srujan Yamsani

Address: Hyderabad

Human Resources

ZF India Pvt. Ltd.

Reference No: 25699

Date: November 29<sup>th</sup>, 2021

Subject: Offer of Employment.

Dear Srujan Yamsani,

Congratulations!

You would be pleased to know that subsequent to your application and interviews you had with us, we are offering you the position of **Engineer** at the ZF, India Pvt Limited, Hyderabad, subject to the following:

1. We would look forward to onboard you on or before **December 6<sup>th</sup>, 2021** unless a revised date has been agreed between yourself and the Company. This offer is valid only for 7 days from the date of receipt therefore you are required to acknowledge your acceptance by signing and returning the duplicate copy of this letter at the earliest. In case you fail to join the company on the above-mentioned date the stated offer stands withdrawn.
2. Upon joining, your compensation for your position is described in **Annexure I**.
3. You would be on probation period for first 6 Months from your Date of joining, based on your satisfactory performance letter of confirmation will be issued. During the probation period, either party may feel free to terminate the employment agreement by providing the other party one month notice in writing or payment in lieu thereof.
4. Post completion of probation period, your contract of employment is liable to be terminated on either side, by **three months' notice in writing or three month's salary in lieu of such notice.**
5. As per Company Policy, age of retirement is 60 years.
6. Your employment will be governed by the terms and conditions detailed in **Annexure II** hereto
7. This offer is being made in good faith based on the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks. In case of any discrepancies it can result into withdrawal/cancellation of this offer or employment at any time with immediate effect.

ZF India Private Limited  
 Registered Office:  
 B-38, MIDC - Chakan Industrial Area, Phase II,  
 Vasuli, Tal: Khed, Pune - 410501  
 Tel: +91 2135 624 700, Fax: +91 2135 624 701

CIN: U74999PN2007FTC130569

www.zf.com

ZF India Private Limited  
 Technical Centre India (TCI)

Unit 1: Survey No. 115 / IT SEZ, Aster Building, Nanakramguda Village,  
 Serilingampally Mandal, Rangareddy District, Hyderabad - 500032, Telangana.

Unit 2: Tower II, 2nd & 3rd floor, Laxmi Infobahn, IT/ITES SEZ, Sy No - 107(P),  
 Kokapet Village, Gandipet Mandal, Rangareddy District, Hyderabad - 500075, Telangana.

Unit 3: 2nd Floor, Tower B, Phoenix Tech Zone, Survey No 115/35, Nanakramguda Village,  
 Serilingampally Mandal, Ranga Reddy District, Hyderabad - 500032, Telangana.

**PRINCIPAL**  
**MAHAVEER**  
**INSTITUTE OF SCIENCE & TECHNOLOGY**  
 Bandlaguda, Hyd-500 005.



Mindtree

A Larsen & Toubro Group Company

Date:24-Nov-2021

To

Bhasha Shaik  
INDIA

Dear Bhasha Shaik,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **CI** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Hyderabad (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Hyderabad will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

*Bhasha shaik*

Bhasha shaik (Nov 24, 2021 15:21 GMT+5.5)

*[Signature]*  
**PRINCIPAL  
MANAGER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Mindtree Ltd T + 91 80 6706 4000  
RVCE Post, Mysore Road F + 91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80023964/21

December 20, 2021

HRD/1002737738/21-22

Ms. Sandadi Tejaswini  
Hastinapur,  
Plot No 16  
Hyderabad-500070  
India

Ph: +91-9381301874

Dear Sandadi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **03-Jan-2022**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

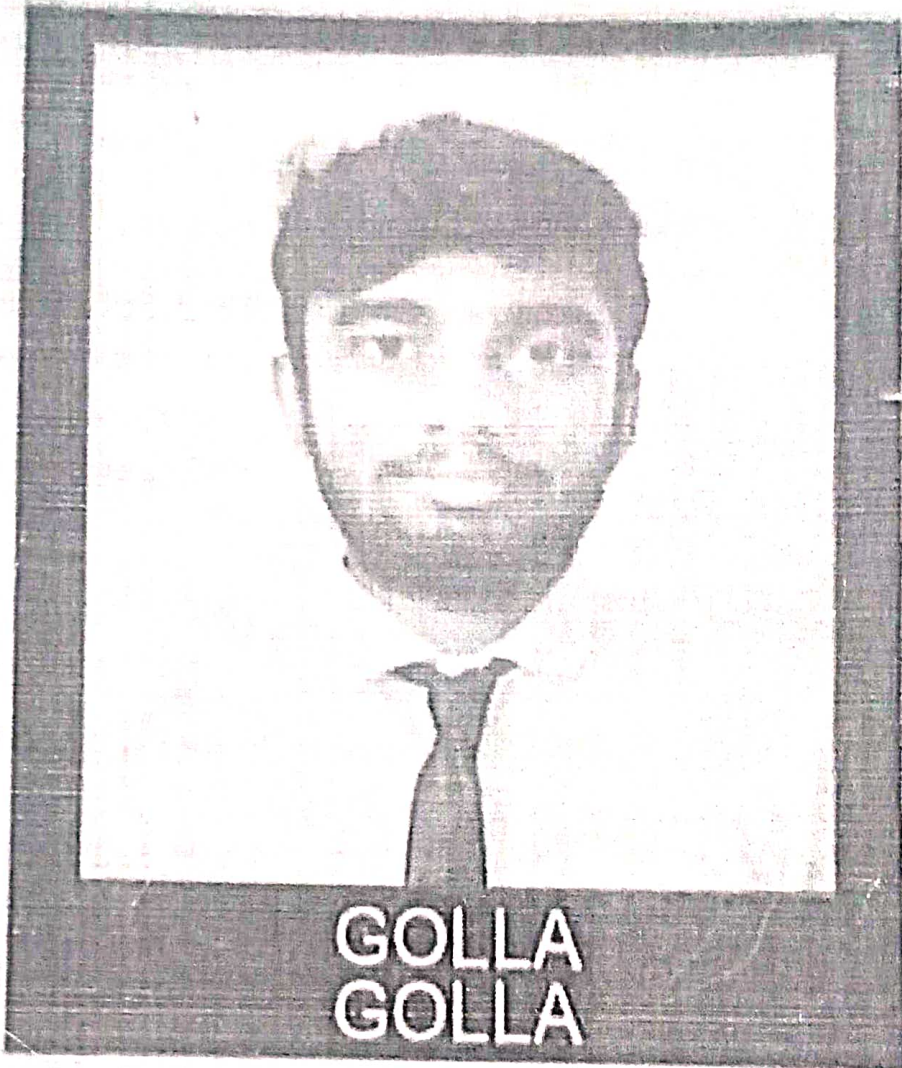
**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.




**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

TATA  
TATA CONSULTANCY SERVICES



Card No 406863  
Associate No 2200342

Tata Consultancy Services Ltd.  
TCS House, Raveline Street, Fort  
Mumbai 400001, India

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500135.



Offer: Computer Consultancy  
Ref: TCSL/DT20217667530/Kolkata  
Date: 26/11/2021

Ms. Eeshwaroju Shirisha  
18-7-455/23/A18-7-455/23/A Sardhar Patel Nagar, Outsi,  
Abhyas The School,  
Hyderabad City-500053,  
Telangana.  
Tel# -

Dear Eeshwaroju Shirisha,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

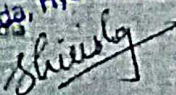
TCS Confidential  
TCSL/DT20217667530

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, India  
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com Bangalore, Hyd-500 005.  
Registered Office Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY





## 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

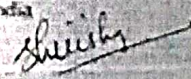
You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month.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

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

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### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India  
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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







## PERFORMANCE PAY

### Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

## CITY ALLOWANCE

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

## OTHER BENEFITS

### Health Insurance Scheme

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

HIS offers the following benefits:

#### 1. Basic Cover


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

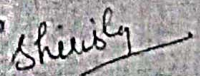
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TCSL/DT20217667530

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India  
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com  
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Hyd-500 005.





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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

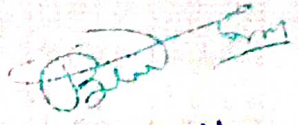
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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

## Loans

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

## Professional Memberships

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

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

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## TATA CONSULTANCY SERVICES

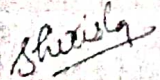
Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 12/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

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

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





## RETIRALS

### Provident Fund

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

### Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## TERMS AND CONDITIONS

### 1. Aggregate Percentage Requirements

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

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

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

### 2. Pre requisites for Joining

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

### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 0F/12, New Town, Rajarhat, Kolkata-700150, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Web site: www.tcs.com

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

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*[Signature]*  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Waddariguda, Hyd-500 005.

*[Signature]*



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### 4. Working Hours

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

#### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

#### 6. Compensation Structure / Salary components

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

#### 7. Increments and Promotions

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

#### 8. Alternative Occupation / Employment

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

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### TATA CONSULTANCY SERVICES

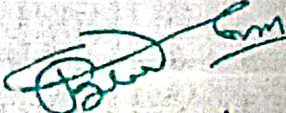
Tata Consultancy Services Limited

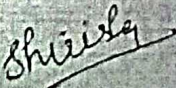
Building 1A, EcoSpace Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

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

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

  
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MANAGER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
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written permission of TCSL.

#### 9. Confidentiality Agreement

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

#### 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

#### 12. Overseas International Assignment Agreement

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

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serve TCSL as per the Notice Period clause mentioned below.

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

### 13. Terms and Conditions

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

### 14. TATA Code of Conduct

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

### 15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

### 16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### 17. Pre-employment Medical Certificate

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

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## 18. Employment of Non Indian Citizens

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

## 19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

## 20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*[Handwritten Signature]*  
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*[Handwritten Signature]*



- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

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

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

## 22. Letter of Appointment

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

## 23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, processes and procedures of TCSL as applicable to you and the changes from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

*[Handwritten Signature]*  
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*[Handwritten Signature]*





#### 24. Compliance to all clauses

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

#### 25. Data Privacy Clause:

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

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

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

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

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

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

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**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

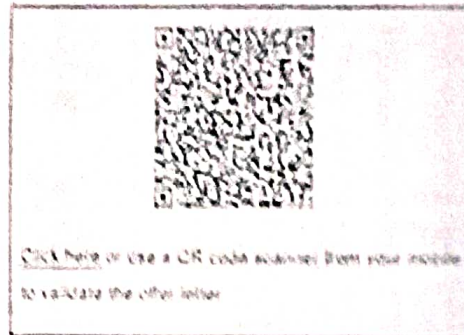
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath  
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Eeshwaroju Shririsha
Designation	Assistant System Engineer-Trainee
Institute Name	Mahaveer Institute Of Science And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

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

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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*(Signature)*  
Shririsha



Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

*Praveer Mahaveer*  
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TCS Career Services: 1800 209 3111 Email: careers@tcs.com

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**Confidentiality and IP Terms and Conditions**

**1. Confidential Information**

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

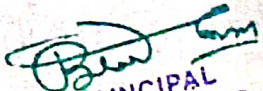
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising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

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

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

(d) Customer and prospective customer lists, and

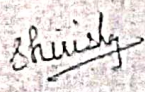
(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations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

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





4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:


(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

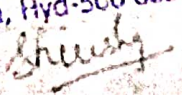
(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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Bandlaguda, Hyd-500 005.





(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).


(g) will not allow anybody to share the official asset being used.

#### 8. Restriction on Associate's Rights

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

#### 9. No License

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

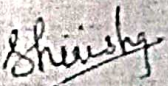
  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005

TCS Confidential  
TCSL/DT20217667530

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Building 1A, EcoSpace, Plot - EF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India  
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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

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#### 10. Equitable Rights

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


#### 11. General

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

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

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

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

  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Sandlaguda, Hyd-500 005.

TCS Confidential  
TCSL/DT20217667530

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

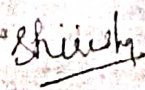
Building 1A, EcoSpace, Plot - 117/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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

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

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

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 095.

TCS Confidential  
TCSL/DT20217667530

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace Plot - 1F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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

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14 June 2021

Vadla Harish Chary  
10-3-29 Pipeline Road, Fathenagar,  
Balanagar,  
Telangana, 500018, India

Dear Harish,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

**1. Appointment:**

You will be required to join us on **14 June 2021**.  
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.


**2. Code of Conduct:**

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

**TATA ELXSI**

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India  
Tel +91 80 2297 9123 Fax +91 80 2841 1474  
www.tataelxsi.com  
CIN:L0511ERAT1999PLC009968

  
**PRINCIPAL  
MAHAVEER**  
**INSTITUTE OF SCIENCE & TECHNOLOGY**  
Bandlaguda, Hyd-500 005.

# FUJITSU CONSULTING INDIA PRIVATE LIMITED

A-15, MIDC Technology Park, Talawade Pune – 411062, India  
Tel: +91 20 2769 0001, Fax: +91 20 2769 2923  
Regd. Office: A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi- 110024  
CIN:-U74899DL2000PTC108940

# FUJITSU

## Appointment Letter

Nirati Rajasri  
Jagithyal erdhandi

January 24, 2022

Dear Nirati Rajasri,

With reference to our employment offer letter dated 07-January-2022, we are pleased to offer you an appointment in our organization as **Technical Service Trainee** at **FJ07** level in **Application Development & Management Services**. We strongly believe that the association would be mutually beneficial.

Your annual salary along with the break-up of salary is attached herewith in Annexure-A.

You are required to join on **24-January-2022** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

In token of your acceptance of this appointment, kindly sign this letter and the employment agreement attached hereto at the bottom of the right corner of each page, and return the duplicate copy of the same to the HR department. The location of your initial reporting & posting would be Chennai. However, the location of your posting can be changed to any of our units / departments situated anywhere in India or abroad depending on the business requirements.


You shall be on probation for 12 months period from the date of joining. Unless communicated otherwise your services would be deemed to be confirmed on completion of the period of probation after your successful completion of certification of N3 level Bilingual Training or any extension thereof as per the terms of your employment agreement and in accordance with the policies of Fujitsu Consulting India Private Limited. Your employment shall at all times be governed by the employment agreement and the policies of Fujitsu Consulting India Private Limited as amended from time to time. In case you require any further clarification, please contact HR Department.

We welcome you to Fujitsu consulting India Private Limited, and wish you a rewarding career over the years to come.

For Fujitsu Consulting India Private Limited,

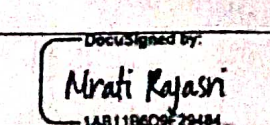


**Sumit Sabharwal**  
Head of HR Delivery Management, Global Delivery

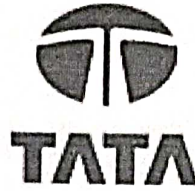
  
**PRINCIPAL MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

I accept the appointment  
Name: Nirati Rajasri

Commencement Date: 24-Jan-22 | 13:39 IST

Signature:   
DocuSigned by:  
**Nirati Rajasri**  
1A811B6C0F20484

Place: Chennai



Ref: TCSL/DT20229656337/1770550/Lucknow  
Date: 16 February 2022

MS. AMBA BHAVANI VUDUTHALA  
3-57 Gunthakodur, Tadoor,  
Near Grampanchayat, Nagarkurnool,  
Telangana-509209.  
Tel# 918309827815

**Sub: Joining Letter**

Dear Ms. Amba Bhavani Vuduthala,

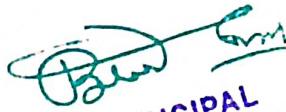
We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **03rd March 2022**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

  
**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 060.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781

Page | 1



Wipro offer letter 15 Feb  
to me ▾



February 15, 2022

Dear Gadi kumar,

🎉 Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

**Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

  
PRINCIPAL  
PRAVEER  
INSTITUTE OF SOFTWARE & TECHNOLOGY  
Chandraguda, Hyd-500 005.

**Steps to follow to accept and save the**



Ref: TCSL/DT20229704611/1778539/Pune

Date: 17 February 2022

MS. JYOTHI SINGAM

8-1-103, Mailerdevpally, Mehfil Restaurent, Rangareddy 8-1-103 , Maliardevpally , Mehfil Restaurant,  
Mehfil Restaurent, HYDERABAD RANGAREDDY,  
Telangana-500005.  
Tel# 918179916452

**Sub: Joining Letter**

Dear Ms. Jyothi Singam,

We would like to take this opportunity to extend 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 **03rd March 2022** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Private and Confidential


**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781

Page | 1



**ENERPARC ENERGY PVT. LTD.**  
(Temporary ID Card)

R	
	
First Name:	P. Mahendar
Last Name:	Reddy.
Contractor's Name & Address:	ENERPARC (GMR Solar)
Issued On:	08/10/2021
Expiry On:	
ID No.:	
Validity Type:	
Impression or Signature	



*Handwritten signature*  
PRINCIPAL  
ENERPARC  
100A

This card is a property of Enerparc Energy Pvt. Ltd.



Ref: TCSL/DT20229747395/1774096/Hyderabad

Date: 16 February 2022

MR. CHANDRA KUMAR A  
42-110/2/A/2 Sai Nagar Colony,  
Ijaiah Nagar Board, Wanaparthi,  
Telangana-509103.  
Tel# 919059319329

**Sub: Joining Letter**

Dear Mr. Chandra Kumar A,

We would like to take this opportunity to extend 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 **03rd March 2022**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

*Handwritten signature*

Private and Confidential

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781



CYIENT



Naresh Dongala

Emp. No. 1181086

Joined: 20/11/2011

*Naresh*  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECH. INDP  
Bandlaguda, Hyd-500 100.



# Acel Solutions Pvt. Ltd.

Regd. Office: 10, SU-SRI Villa, Siripur-Jagamara Road, Near Nilakantheswar Temple  
Baramunda, Bhubaneswar-751003, Odisha (India)  
CIN: U72200OR2011PTC014009, Tel: 91-674-2970620 / Cell No: 91-9438134445

No: Acel/Pers/2021-2022-84  
Date: 09/02/2022

To,

Mr. Abdul Raheman  
3-5-1/40/18/4c,  
Asad Baba Nagar,  
Bhainsa,  
Telanagan – 504103

Email: abdulraheman1729@gmail.com  
Phone: +91 9550903229

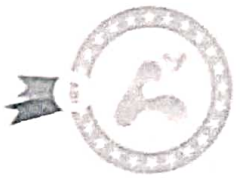
Sub: Offer of Employment.

Dear Abdul Raheman,

We are pleased to offer you the position of "Software Engineer" in Acel Solutions Pvt. Ltd. on the following terms & conditions.

- 1) You will be entitled to the salary and benefits as mentioned in Annexure No.-1.
- 2) You will also be eligible for performance link variable/ bonus as per company's policy. The amount of bonus is linked to your overall achievement as an individual and achievement of the company as a whole.
- 3) All the remuneration and benefits as mentioned above, are taxable as per Indian Income-tax Act, 1961 and necessary TDS, wherever applicable, shall be deducted from your remuneration.
- 4) The expenses incurred by you on behalf of the company wholly and exclusively for the purpose of company's work are to be reimbursed to you subject to general or specific approval of the management.
- 5) At present you will be on a probation for a period of six months from the date of your joining. Your services will be confirmed if your performance during the period of probation is found to be satisfactory.
- 6) Your job responsibilities would be specified and modified from time to time as deemed appropriate by the management.

PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.



# "CERTIFICATE OF TRAINING"

This is to certify that

## Vineeth Kodela

has successfully completed the training programme on

### ELECTRIC VEHICLE: MOTOR AND BATTERY TECHNOLOGY

from 18 APRIL 2019 to 20 APRIL 2019

at AUTOBOT INDIA LEARNING CENTRE - PUNE

a Knowledge Improvement Program (KIP) by Autobot India.



ISO 29990: 2010

ISO Certificate No. 1018ISO2972



*Ashwini Tiwary*

Ashwini Tiwary  
Director  
Autobot India

*Awanish Tiwari*

Awanish Tiwari  
Head (Training)  
Autobot India

*Mahaaveer*

PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

AUTOBOT INDIA KIP

inspiring aap

PUNE

Autobot Engineers India Pvt. Ltd.

ABI CERTIFICATE:

Certificate ID - AB119EV041208K

Issued On - 20-04-2019

RECOGNIZED BY:



\*Authenticity of grade certificate can be verified at  
<https://www.edu.autobotindia.com/certificate/>

# WHISK SOFTWARE

PRIVATE LIMITED

(subsidiary of GSPANN Technologies, Inc.)

Dated: 15<sup>th</sup> November 2021

Ref: WHISK/IND/1121-82

Ms. A Shirisha,  
H No: 2-43, Peddagudem,  
Wanaparthi, Telangana - 509381  
Phone No: +91 8106476238 / +91 9652660563  
Email: adadalishirisha@gmail.com

**Sub: Offer Letter**


Dear Shirisha,

1. With reference to our discussion held, we are pleased to offer you an employment in our organization as "Software Engineer Trainee" (Band- S1) at Hyderabad Center.
2. Your joining date has been finalized as **Tuesday, 16<sup>th</sup> November 2021**, the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing
3. Your annual CTC will be **Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand Only)** You are eligible for a bonus of Rs. 2,00,000 would be payable partially – Rs. 1,00,000 is payable after successful completion of 15 months and, balance 1,00,000 would be payable after completion of 24 months. All necessary taxes will be deducted at source as per statutory requirements.
4. Your employment with us will be governed by the terms and conditions referred in Annexure-A & B.
5. In case of further clarification, please communicate with HR on Email: [hr.india@gspann.com](mailto:hr.india@gspann.com)

We welcome you to WHISK Software Ltd and look forward to a long and mutually beneficial association.

For WHISK Software Pvt. Ltd.

Human Resource Department  
Annexure A -- Terms & Condition of Employment  
Annexure B - CTC Breakup

  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

CIN No of the Company U72200DL2010PTC199750

GST 06AAACW9380K12



[www.gspann.com](http://www.gspann.com)  
[sales@gspann.com](mailto:sales@gspann.com)



0124-4295663



355, Udyog Vihar,  
Phase II, Gurugram  
Haryana - 122016

# WHISK SOFTWARE

PRIVATE LIMITED

(subsidiary of GSPANN Technologies, Inc.)

Dated: 15<sup>th</sup> November 2021

Ref: WHISK/IND/1121-65

Ms. G Harika,

H No: 1-62, Polishettyally, Achampet,

Nagarkarnool, Telangana - 509375

Phone No: +91 9392449285 / +91 9440372962

Email: gattuharika0308@gmail.com

Sub: Appointment Letter

Dear Harika,

1. With reference to our discussion held, we are pleased to offer you an employment in our organization as "Software Engineer Trainee" (Band- S1) at Hyderabad Center.
2. Your joining date has been finalized as Tuesday, 16<sup>th</sup> November 2021, the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. Your annual CTC will be Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand Only). You are eligible for a bonus of Rs. 2,00,000 would be payable partially – Rs. 1,00,000 is payable after successful completion of 15 months and, balance 1,00,000 would be payable after completion of 24 months. All necessary taxes will be deducted at source as per statutory requirements.
4. Your employment with us will be governed by the terms and conditions referred in Annexure-A & B.
5. In case of further clarification, please communicate with HR on Email: [hr.india@gspann.com](mailto:hr.india@gspann.com).

We welcome you to WHISK Software Ltd and look forward to a long and mutually beneficial association.

For WHISK Software Pvt. Ltd.

Ms. Shivani Sharma  
Senior Manager – HR  
Annexure A – Terms & Condition of Employment  
Annexure B – CTC Breakup  
Annexure C – Joining Documents

PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

CIN No of the Company U72200DL2010PTC199750

GST 06AAACW9380Q1ZI



[www.gspann.com](http://www.gspann.com)  
[sales@gspann.com](mailto:sales@gspann.com)



0124-4295663



355, Udyog Vihar,  
Phase II, Gurugram  
Haryana - 122016



26-Aug-2021

Dear Shreya Ganechary,  
B.Tech, Computer Science  
Mahaveer Institute of Science and Technology, Hyderabad

Candidate ID – 15748814

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, 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**. 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 Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution 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**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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) with no standing arrears in your Graduation/Post-Graduation.

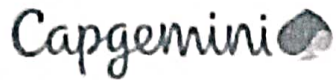
  
**PRINCIPAL**  
**MAHAVEER**  
**INSTITUTE OF SCIENCE & TECHNOLOGY**  
Bandlaguda, Hyd-500 005.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, 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 Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



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

**Superset ID: 648048**

**Letter of Intent ("LOI")**

Dear Gurram Rupak,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

  
**DR. MAHAVEER**  
PRINCIPAL  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Ref: 839093/1990919/ELTP

26-NOV-2021

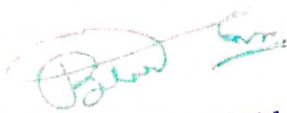
Mr. Gurram Mani Rupak  
Palwancha (Ts) - 507115  
Mobile: 9133809715

Subject: Offer of Appointment

Dear Mr. Gurram Mani Rupak

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under **ELTP Scheme**.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.

  
**PRINCIPAL**  
**MAHA VEER**  
INSTITUTE FOR TECHNOLOGY  
Bandlaguda, Hyderabad 500085.







**Offer: Computer Consultancy**  
**Ref: TCSL/DT20217992040/Chennai**  
**Date: 10/12/2021**

Mr. Mani Rupak Gurram  
20-5-39/1Klr Street,  
Contractors Colony,  
Palwancha-507115,  
Telangana.  
Tel# -

Dear Mani Rupak Gurram,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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


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

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

**TCS Confidential**  
**TCSL/DT20217992040**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119  
Tel: 91 44 6616 2122 Fax: 91 44 6616 2525 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service line: 1800 209 3111 Email: careers@tcs.com

  
**PRINCIPAL 1**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyderabad-500 005.



## APPOINTMENT LETTER

December 8, 2021

Dear Gurram Mani Rupak,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.


### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

  
**PRINCIPAL**  
**MAHAVEER**  
 INSTITUTE OF SCIENCE & TECHNOLOGY  
 Bandlaguda, Hyderabad - 500 005.



11/02/2021

SARIKELLA MANASA

Dear SARIKELLA,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,  
Yours Sincerely,

*Lokendra Sethi*

Lokendra Sethi (Nov 8, 2021 15:00 GMT+5.5)

Lokendra Sethi  
Vice President - Human Resources

PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)  
CIN: U72900TN2015FTC102489  
Registered Office:  
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.  
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171  
Website: www.dxc.technology



**Offer Letter**

4<sup>th</sup> September '21

Ms. K Srujana,

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

Your date of joining would be **27<sup>th</sup> September 21**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.


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

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

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

Sincerely,

\_\_\_\_\_  
For ValueMomentum Software Services Pvt. Ltd.

  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Baranpally, Hyderabad, Hyd-500 005.

I accept the terms of this offer letter

(Candidate's Signature)



11/01/2021

Vaishnavi Kodipaka

Dear Vaishnavi,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,  
Yours Sincerely,

*Lokendra Sethi*

Lokendra Sethi (Nov 8, 2021 12:23 GMT+5.5)

Lokendra Sethi  
Vice President - Human Resources

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)  
CIN: U72900TN2015FTC102489  
Registered Office:  
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.  
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171  
Website: [www.dxc.technology](http://www.dxc.technology)



Private & Confidential

To,

Mr. Harish Samala  
Address: Hyderabad


Human Resources  
ZF India Pvt. Ltd.  
Reference No: 25699  
Date: November 29<sup>th</sup>,2021

Subject: Offer of Employment.

Dear Harish Samala,  
Congratulations!

You would be pleased to know that subsequent to your application and interviews you had with us, we are offering you the position of **Engineer** at the ZF, India Pvt Limited, Hyderabad, subject to the following:

1. We would look forward to onboard you on or before **December 6<sup>th</sup>, 2021** unless a revised date has been agreed between yourself and the Company. This offer is valid only for 7 days from the date of receipt therefore you are required to acknowledge your acceptance by signing and returning the duplicate copy of this letter at the earliest. In case you fail to join the company on the above-mentioned date the stated offer stands withdrawn.
2. Upon joining, your compensation for your position is described in **Annexure I**.
3. You would be on probation period for first 6 Months from your Date of joining, based on your satisfactory performance letter of confirmation will be issued. During the probation period, either party may feel free to terminate the employment agreement by providing the other party one month notice in writing or payment in lieu thereof.
4. Post completion of probation period, your contract of employment is liable to be terminated on either side, by three months' notice in writing or three month's salary in lieu of such notice.
5. As per Company Policy, age of retirement is 60 years.
6. Your employment will be governed by the terms and conditions detailed in **Annexure B** hereto.
7. This offer is being made in good faith based on the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks. In case of any discrepancies it can result into withdrawal/cancellation of this offer or employment at any time with immediate effect.

  
**PRINCIPAL MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

**ZF India Private Limited**  
Registered Office:  
B-38, MIDC - Chakan Industrial Area, Phase II,  
Vasul, Tal: Khed, Pune - 410501  
Tel: +91 2135 624 700, Fax: +91 2135 624 701  
CIN: U74999PN2007FTC130569  
www.zf.com

**ZF India Private Limited**  
Technical Centre India (TCI)  
Unit 1 Survey No. 115 / IT SEZ, Aster Building, Nanakramguda Village,  
Serilingampally Mandal, Rangareddy District, Hyderabad - 500032, Telangana.  
Unit 2 Tower II, 2nd & 3rd floor, Laxmi Infobahn, IT/ITES SEZ, Sy No - 107(P),  
Kokapet Village, Gandiset Mandal, Rangareddy District, Hyderabad - 500075, Telangana  
Unit 3 2nd Floor, Tower B, Phoenix Tech Zone, Survey No 115/35, Nanakramguda Village,  
Serilingampally Mandal, Ranga Reddy District, Hyderabad - 500032, . Telangana

Cigniti

WELCOME TO  
CIGNITI TECHNOLOGIES

The world's leading independent Quality Engineering  
& Software Testing services company.



Ref: Cigniti Technologies/PT/OID2021

14-Dec-2021

Offer of Employment

Mr. V Vikram Koundinya

Hyderabad

Dear Vikram,

Welcome to Cigniti!

It gives us immense pleasure in inviting you to join Cigniti Technologies Limited ("Cigniti" or the "Company") as one of its valuable member. We believe that the growth of an organization is fueled by the enthusiasm and energy of 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 a truly global organization.

We are pleased to inform you that you have been offered an employment in Cigniti as Trainee.

Your total Cost to Company (TCTC) will be Rs. 320000/- per annum (Rupees Three Lakhs Twenty Thousand only). For detail compensation breakdown refer Annexure I.

This offer is valid till 16-Dec-2021 and you are expected to join the Organization on (or) before valid date.


You are expected to work with the Organization for a minimum period of 24 months from the date of joining, for which you will be signing an agreement. In case of leaving during the specific period of 24 months of employment or committing any breach of the agreement, you will have to pay an amount of Rs.2,00,000/- (Rupees Two Lakh Only) towards compensation for training along with the amount paid.

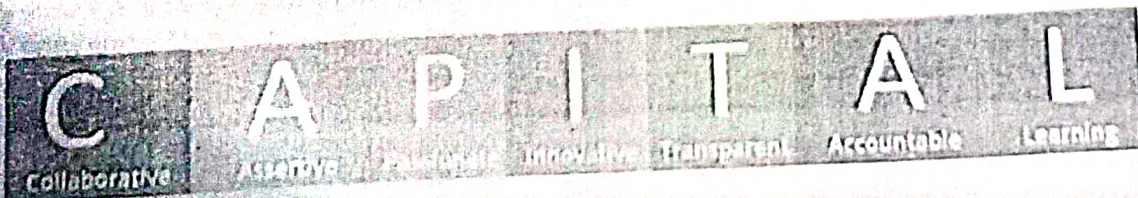
This offer has been made based on the information furnished by you. However, if there is a discrepancy in the given documents / certificates then the company reserves the right to revoke the offer at any time. Your employment is governed by terms & conditions referred in Annexure II.

We trust your knowledge, skills, experience and commitment will be among our most valuable assets. We look forward to you having a successful career at Cigniti Technologies Limited.

Wishing you all the best,  
Yours sincerely,  
CIGNITI TECHNOLOGIES LIMITED

Karuna Kumar Vempala  
Global Head – Talent Acquisition

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20217960028/Delhi**  
**Date: 18/12/2021**

Ms. Pooja Ambati  
18-3-463/1/199Shivaji Nagar,  
Aliabad,  
Hyderabad-500008,  
Telangana.  
Tel# 91-8688786817

Dear Pooja Ambati,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the ( ) Unit, which is subject to change as per the 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 Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20217960028**

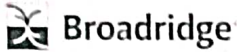
**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001  
Tel: 91 11 6650 6555 Fax: 91 11 2331 1715 Website: www.tcs.com  
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

**PRINCIPAL<sup>1</sup>**  
**MAHAVEER**

**INSTITUTE OF SCIENCE & TECHNOLOGY**  
Bandlaguda, Hyd-500 005.





Broadridge Financial Solutions (India)  
Private Limited  
Survey No. 64 (Adjacent to Cyber Towers)  
Hi-Tec City, Madhapur, Serilingampally Mandal  
Ranga Reddy District, Telangana-500081  
CIN: U74999TG2007PTC052368

B +91 40 6627 8000  
F +91 40 6602 8444  
E info-brndia@broadridge.com  
www.broadridge.com


December 10, 2021

Mr. Anugu Laxmikanthreddy,  
2-54, Bhadurguda, Shamshabad,  
Rangareddy, Hyderabad, 501218

Dear Laxmikanthreddy,

Congratulations! Subsequent to the discussions we had with you recently, it is a sincere pleasure to make you an offer in our organization. Please find the details below:

- Position:** Member Technical
- Grade:** G2L1
- Date of Joining:** On or before December 13, 2021
- Compensation:** Gross compensation of Rs.3,65,000/- (Rupees Three Lakh Sixty Five Thousand only) per year including 12% variable performance bonus linked to your and company's performance. Details are attached.
- Training Period:** On your acceptance of this offer, you will be required to undergo a training program. This training program can be either external, internal or a combination based on our business needs, as determined by us from time to time. You will be evaluated at appropriate intervals during the training program and at the end of the training program, you will be required to undergo such qualifying and evaluation tests as per business needs of the organization.
- Probation Period:** You would be on probation for the period of six months (including your training period) from the date of joining. Based on your performance during this period and subject to you successfully completing the training program and the qualifying and evaluation tests, you will be offered a full time position with the organization. You will not be entitled to terminate or resign from the services during the probation period. Provided, however, that we shall be entitled to terminate your services at any time during the probation period without giving any notice. Upon the expiry of the probation period, we shall be entitled to terminate your employment by giving 1 months' notice and in accordance with our Separation Policy applicable to employees, which may be amended from time to time.
- Service Agreement:** You are required to serve the organization for a minimum period of 1 year from the date of joining, including the probation period. In the event of breach of this clause, you shall compensate us by paying the total cost of your training on technology, product, domain and business, in accordance with the provisions contained in the Deputation Agreement executed by you with us. Upon the expiry of the above minimum period of service, in case of termination / resignation of services, either party will be required to give a three-month notice in writing.
- Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable, and you may be assigned at our sole discretion, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

  
PRINCIPAL  
MAHAVEER  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.



# Accenture profile creation and document upload

Inbox



donotreply.indiacam... 22/09/2021  
to me ▾



## ACCENTURE PROFILE CREATION AND DOCUMENT UPLOAD

Dear Prasanna Cholleti,

Thank you for your interest in pursuing a career with Accenture.

As the next steps in your recruitment journey with Accenture, please log into your profile and upload the required documents for us to consider your application for further processing. You are required to submit all the documents within two days of receiving this notification.

URL: <https://indiacampus.accenture.com/candidate>

Username : [prasannacholleti02@gmail.com](mailto:prasannacholleti02@gmail.com)

Password: 3He;KaUb

For any queries or assistance, please visit the Help menu or write to us from Help menu - more queries - choose the category - click on write option.

### Note:

- Use Firefox or Chrome for the best experience.
- Due to the pandemic we have introduced an option of e-signature in the LOA document in the EAF Link [e-Signature help file](#). Please refer to the link to be able to digitally sign the LOA with ease.

Regards,  
Campus Recruitment team  
Accenture in India

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Please note, that unless a formal employment offer is provided to you specifically



## APPOINTMENT LETTER

January 21, 2022

Dear HARSHAVARDHAN GUPTA GUBBA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.



PRINCIPAL  
MAHAVEER  
WIPRO LIMITED & TECHNOLOGY  
BANGALORE, INDIA-500 005

November 16, 2021

HRD/3T/1002402113/21-22

Mr. Vamshi Kareddy  
No.5-21,  
Amrad  
Nizamabad-503003  
India

Ph: +91-9908150198

Dear Vamshi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,



PRINCIPAL  
MAHAVEED  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.11.16 17:07:04 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

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**accenture**

Strictly Private and Confidential

Date:10-Aug-2021

Niharika Madagoni  
C9879551

2-1-166/5/3/5/1,Priyanka colony,Thalagada,Suryapet district  
9848870905

Dear Niharika Madagoni,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate


Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

  
**PRINCIPAL**  
**MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 743f48f4-ec80-42b6-8e5c-af28e12064b3\_1  
Signed By: Mahesh Vasudeo Zurale

**Letter of Employment**

**Strictly Confidential**

27<sup>th</sup> September 2021

Dear Lokesh Pachipulusu,

Congratulations...!!

We are pleased to offer you an employment with Apps Associates (I) Pvt. Ltd. for the position of "Associate Trainee" at our Hyderabad office.

Your annual gross salary along with the break-up of salary is attached herewith as in Annexure-A.

Your employment with us will be governed by terms and conditions referred in Annexure-B.

The base location will be in Hyderabad and your employment confirmation will be subjected to successful completion of twelve (12) months training period from the date of joining.

Eligibility for Merit Increase: All associates joining on or before September 30 of the current year only will be eligible for the following years merit increase.

We welcome you to Apps Global family and look forward to a long and fruitful association.

Yours Sincerely,  
For Apps Associates (I) Private Limited



**Chandru Muthukkaruppan**  
Vice President – GDC Business Operations



**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Confidential

**Apps Associates (I) Pvt. Ltd.**  
1-3-23/2, Street No.4, Habsiguda, Hyderabad - 500 007  
Voice: 91-40-30212601; Fax: 91-40-30212706



Ref: TCSL/DT20219277048/1759179/Chennai  
Date: 07 February 2022

MS. SAIDEEPA PENDYALA  
H.No.12-14/1, Godavari Road, Dharmapuri. null,  
Near Temple, Jagityal,  
Telangana-505425.  
Tel# 917995309861

**Sub: Joining Letter**

Dear Ms. Saideepa Pendyala,

We would like to take this opportunity to extend 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 **24th February 2022**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India

Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com

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

Corporate Identification Number (CIN) : L22210MH1995PLCO84781

Page | 1

Ref: 868358/2004122/ELTP

22-DEC-2021

Mr. Syed Afridi Syed  
Hyderabad (Ts) - 500005  
Mobile: 8919555298

**Subject: Offer of Appointment**

Dear Mr. Syed Afridi Syed

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1'** under **ELTP Scheme**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.

Page 1 of 29



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*(Handwritten Signature)*

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.





HRD/3T/21-22/1003116383

Ms. Keerthi Bobbale  
Candidate ID: 1003116383  
Ho No 18-2-522,  
Jangammet,Falaknuma,  
Hyderabad - 500050  
Telangana  
India  
Ph: (91) 94928 84583

March 8, 2022

Dear Keerthi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**PRINCIPAL**  
**M. S. SRINIVASAN**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bangalore, HYD-500 005.

**BE YOURSELF,  
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**accenture**

Strictly Private and Confidential

14-Nov-2019

Kyatham Sruthi  
C8362608  
SRT-751 Sanathnagar  
9885935427

Dear Kyatham,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% or 6.5 CGPA or more, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

**Pre-joiner-Learning Module:** As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:  
Version 10.0 (Oct 2019)

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Candidate's Signature \_\_\_\_\_

**PRINCIPAL  
MAHAVEER**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
Bandlaguda, Hyd-500 005.

Reference Id: 099c94d9-6e84-48e6-82d1-e00302129998\_1  
Signed By: Mohan Sekhar