

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20223139693/Hyderabad**  
**Date: 29/09/2022**

Mr. Shriman Ryakam  
10-2-497/D, Road No 3, Harihara Nagar, Kothayawada, Vidyanagar.,  
Near Malkapur Watertank,  
Karimnagar-505001,  
Telangana.  
Tel# 91-9441677755

Dear Shriman Ryakam,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.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 (detailed under Terms &

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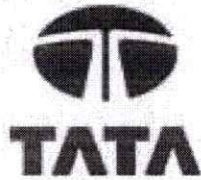
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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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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.

## **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.

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## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## 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.

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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### 3. Training Period

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

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

#### 9. Confidentiality Agreement

As part of your acceptance of this 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.

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## 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 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

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

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

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

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#### 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.

#### 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 Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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*Handwritten signature*

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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10

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

## 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.

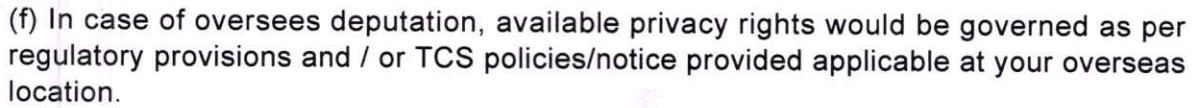
## 25. Data Privacy Clause:

(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.

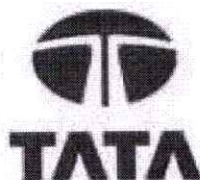
(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



12







# GROSS SALARY SHEET

Annexure 1

Name	Shriman Ryakam
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>	7,646	91,752

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## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India	

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



### Annexure 3

## 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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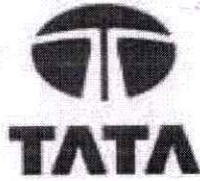
## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





**4. Prior knowledge**

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

**5. Use of third party material**

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

**6. Security policies and Guidelines.**

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

**7. 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.





(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.

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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.

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

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

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20223192479/Hyderabad**  
**Date: 29/09/2022**

Ms. Mamatha Gudikandula  
3-6-153/1Zenda Chowrasta,  
Adharshanagar,  
Karimnagar-505001,  
Telangana.  
Tel# 91-9573021657

Dear Mamatha Gudikandula,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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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.

## **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)**

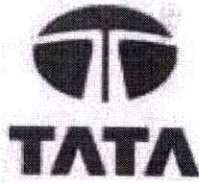
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **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.



## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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*Principal*  
College of Engineering  
KARIMNAGAR-505 527.





## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## 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.

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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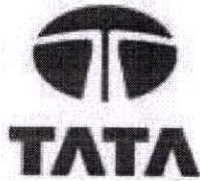
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### 3. Training Period

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

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

#### 9. Confidentiality Agreement

As part of your acceptance of this 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.

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

*Principal*  
Jaggeswar College of Engineering  
KARIMNAGAR-505 527.





## 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 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

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

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

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

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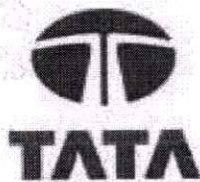
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Principal  
Vadgeswar College of Engineering  
KARIMNAGAR-505 527.





#### 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.

#### 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,

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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10

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

## 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.

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11

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(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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12

### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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Tel: 91 40 6667 2000 Fax: 91 40 6667 2022 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

*Principal*  
*Vaageswari Chelvan*  
*KARIMNAGAR-595 527*

**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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13

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# GROSS SALARY SHEET

Annexure 1

Name	Mamatha Gudikandula
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>	7,646	91,752

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14

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*Principal*  
Vaageswari College of Engineering  
VAGGESWARI  
ARIMNAGAR-503 927



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	

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15

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## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

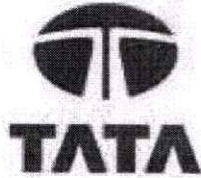
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





#### 4. Prior knowledge

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

#### 5. Use of third party material

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

#### 6. Security policies and Guidelines.

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

#### 7. 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.



(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.





## 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.

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Deccanpark, No 1 Software Units, Layer 8, Madhapur - Hyderabad 500 081 India

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

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

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21

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20223194341/Hyderabad**  
**Date: 24/11/2022**

Ms. Gouthami Potharavena  
2-73Narsingapoor,  
Veenavanka,  
Karimnagar-505502,  
Telangana.  
Tel# 91-9618046150

Dear Gouthami Potharavena,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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1

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com



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.

## **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.





## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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3

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TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## 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.

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4

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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5

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### 3. Training Period

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

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6

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

#### 9. Confidentiality Agreement

As part of your acceptance of this 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.

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## 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 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

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

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

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

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#### 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.

#### 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 Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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9

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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10

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

## 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.

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11

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TCS Careers Serviceline: 1800 209 3011 Email: [careers@tcs.com](mailto:careers@tcs.com)



(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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12

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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	Gouthami Potharavena
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>	7,646	91,752

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14

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## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



### Annexure 3

#### 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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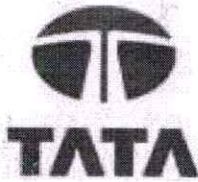
16

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6691 2222 Website: www.tcs.com  
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





**4. Prior knowledge**

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

**5. Use of third party material**

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

**6. Security policies and Guidelines.**

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

**7. 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.





(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.



## 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.





(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.

(g) This Confidentiality clause may not be amended except in writing signed by authorized

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21

**TATA CONSULTANCY SERVICES**

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

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



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20223196020/Hyderabad**  
**Date: 24/11/2022**

Ms. Sreeharsha Bonagiri  
16-3-46,  
Mothkulagudem,  
Karimnagar-505122,  
Telangana.  
Tel# -9849711510

Dear Sreeharsha Bonagiri,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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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.

## **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.



## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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### 1. Basic Cover

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

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

### 2. Higher Hospitalisation

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

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

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

### Maternity Leave

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

### 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.

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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5

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### 3. Training Period

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

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6

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

#### 9. Confidentiality Agreement

As part of your acceptance of this 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.

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7

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## 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 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

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

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

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

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

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

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

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

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





#### 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.

#### 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 Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

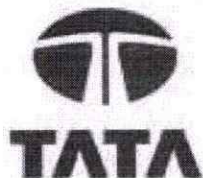
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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TCS Careers Serviceline: 1800 209 311 Email: careers@tcs.com





address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

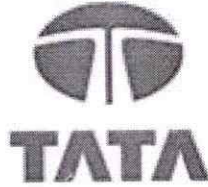
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10

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhav Nagar, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3001 Email: careers@tcs.com



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

## 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.



### 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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13

**TATA CONSULTANCY SERVICES**

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## GROSS SALARY SHEET

Annexure 1

Name	Sreeharsha Bonagiri
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	





## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



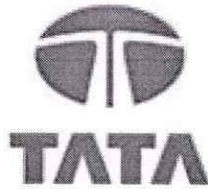
## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





#### 4. Prior knowledge

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

#### 5. Use of third party material

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

#### 6. Security policies and Guidelines.

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

#### 7. 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.



(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.





## 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.

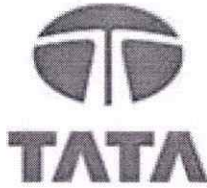
(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either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



(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.





**Offer: Computer Consultancy**

**Ref: TCSL/DT20223204948/Hyderabad**

**Date: 29/09/2022**

Ms. Tejaswi Pamulaparthi  
5-75 Hanuman Nagar,  
Human Temple,  
Peddapalli-505172,  
Telangana.  
Tel# 91-7673989288

Dear Tejaswi Pamulaparthi,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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**TCSL/DT20223204948**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

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

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

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



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.

## **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.





## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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TCSL/DT20223204948

**TATA CONSULTANCY SERVICES**

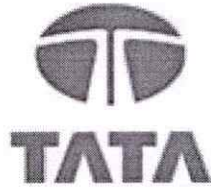
Tata Consultancy Services Limited

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

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

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

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



## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## 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.

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### 3. Training Period

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

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

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

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





#### 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.

#### 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 Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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9

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## 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.

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11

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

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



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 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	Tejaswi Pamulaparthi
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>	7,646	91,752





## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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





## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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



#### 4. Prior knowledge

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

#### 5. Use of third party material

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

#### 6. Security policies and Guidelines.

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

#### 7. 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.





(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.



## 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.





(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.



**Offer: Computer Consultancy**

**Ref: TCSL/DT20229722709/Hyderabad**

**Date: 29/09/2022**

Ms. Ashwini Suvidha Peddapeta  
20-303Garmilla,  
College Road,  
Mancherla-504208,  
Telangana.  
Tel# 91-7981592776

Dear Ashwini Suvidha Peddapeta,

**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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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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.

## **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.

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2

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## **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 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **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:

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**3**

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## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## 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.

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## **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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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### 3. Training Period

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

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6

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

#### **9. Confidentiality Agreement**

As part of your acceptance of this 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**

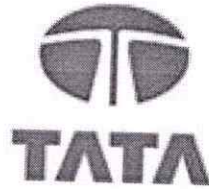
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration 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 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

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

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

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



#### 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.

#### 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 Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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10

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

## 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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12

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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

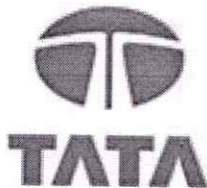
Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

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## GROSS SALARY SHEET

Annexure 1

Name	Ashwini Suvidha Peddapeta
Designation	Assistant System Engineer-Trainee
Institute Name	Vaageswari College Of Engineering

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>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# 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 Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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>	7,646	91,752



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<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	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	





## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





#### 4. Prior knowledge

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

#### 5. Use of third party material

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

#### 6. Security policies and Guidelines.

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

#### 7. 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.



(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.





## 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.



(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.



## Selection Letter

Dear Ennam,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED.**

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at [hr@hikeedu.in](mailto:hr@hikeedu.in) or [onboarding@hikeedu.in](mailto:onboarding@hikeedu.in) for any queries / suggestions or feedback.

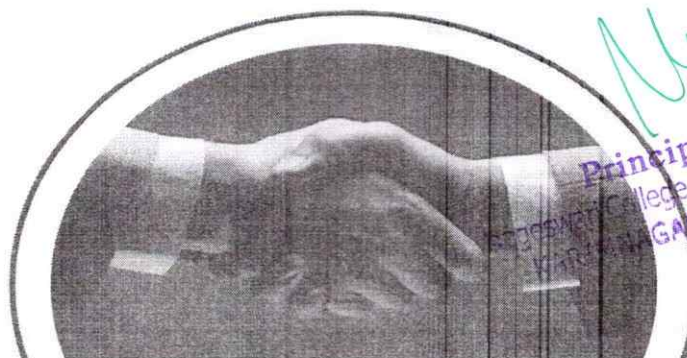
NOTE: Your **Date of Joining** will depend upon your **liberation** from the **university / college**.

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

[info@hikeedu.in](mailto:info@hikeedu.in)  
[www.hikeeducation.com](http://www.hikeeducation.com)



*Principal*  
Sri Sree College of Engineering  
Vadakkannagar-505 527.

Plot No. 880, 1st floor  
Udyog Vihar Phase 5,  
Gurugram- 122016

## Annexure

### Ennam Venu

PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	582000	642000
BASIC	12500	15000
HRA	6250	7500
MEDICAL ALLOWANCE	1875	2250
TRANSPORT ALLOWANCE	1250	1500
SPECIAL ALLOWANCE	3125	3750
NET HOME INTAKE	25000	30000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	15000	15000
MISCELLANEOUS INDUCEMENT (Payable on the basis of percentage achievement of monthly targets- min. 125%)	3000	3000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	48500	53500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited



info@hikeedu.in  
www.hikeeducation.com

Plot No. 880, 1st floor  
Udyog Vihar Phase 5,  
Gurugram- 122016



## Selection Letter

Dear Manthri,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at [hr@hikeedu.in](mailto:hr@hikeedu.in) or [onboarding@hikeedu.in](mailto:onboarding@hikeedu.in) for any queries / suggestions or feedback.

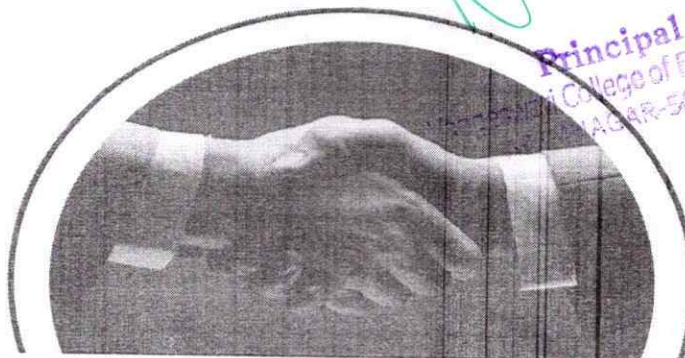
NOTE: Your **Date of Joining** will depend upon your **liberation** from the **university / college**.

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

[info@hikeedu.in](mailto:info@hikeedu.in)  
[www.hikeeducation.com](http://www.hikeeducation.com)



Plot No. 880, 1st floor  
Udyog Vihar Phase 5,  
Gurugram- 122016

# Hike Education

Empowering Professionals

## Annexure

### Manthri Rohith

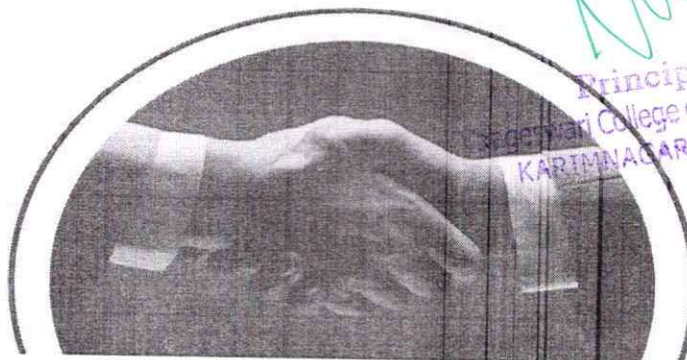
PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	582000	642000
BASIC	12500	15000
HRA	6250	7500
MEDICAL ALLOWANCE	1875	2250
TRANSPORT ALLOWANCE	1250	1500
SPECIAL ALLOWANCE	3125	3750
NET HOME INTAKE	25000	30000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
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PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	48500	53500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

info@hikeedu.in  
www.hikeeducation.com



*Principal*  
Sriyari College of Engineering  
KARTMNAGAR-505 527

Plot No. 880, 1st floor  
Udyog Vihar Phase 5,  
Gurugram- 122016



## Offer Letter

Dear Aggu Prathyusha;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

**Address:** IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
**www.einfratechsys.com** : Phone: 022-3312008

*Aggu Prathyusha*  
Vaags College  
KARIMNAGAR

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related Information (which you may possess by reason of your association with the organization) outside the organization.

**Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
[www.einfratechsys.com](http://www.einfratechsys.com) ; Phone: 800 331 2008**

*[Handwritten signature]*  
KARIMNAGAR



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.



# EINFRATECH SYSTEM INDIA

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

## Candidate's Acceptance

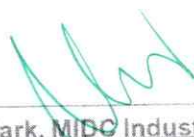
Name: .....

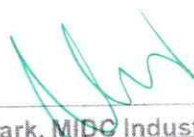
Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com ; Phone: 8003312008

  
37th Floor  
Bhagwati Complex Engineering  
KARUNAGAR 505 527.



## Offer Letter

Dear Barigela Sai Prakash;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 8000112008

*Principal*  
Vaageswari College of Engineering  
KARIMNAGAR-595 527

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

Information (which you may possess by reason of your association with the organization) outside the organization.



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.



# EINFRATECH SYSTEM INDIA

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

## Candidate's Acceptance

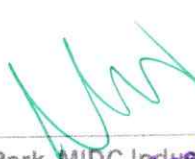
Name: .....

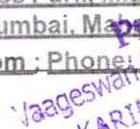
Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com : Phone: 6000 5521

  
Principal Engineer  
Jaageswar College  
KARIMNAGAR



## Offer Letter

Dear Bhavana Gummadi;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### 1. Commencement / Term:

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### 2. Remuneration:

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
CTC	22500.00	3,70,000.00

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**

The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 990012018

Principals  
Kameswari College of Engineering  
KARIMNAGAR-505 527.

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related Information (which you may possess by reason of your association with the organization) outside the organization.



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

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- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
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Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,

Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com ; Phone: 800-3512008

*Principal*  
Vaageswari College  
KARIMNAGAR-505 927

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name: .....

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
[www.einfratechsys.com](http://www.einfratechsys.com) ; Phone: 8003312008

  
Principal  
Shri. Jyoti College of Engineering  
KARIMNAGAR-505 527.



## Offer Letter

Dear Itte shravan;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
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Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
CTC	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

**Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai - 400710**

**www.einfratechsys.com : Phone: 022-331-2008/9**

**Vaageswan College of Engineering  
KARIMNAGAR-58**

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

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# EINFRATECH SYSTEM INDIA

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A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

## Candidate's Acceptance

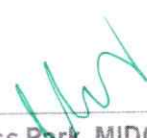
Name:

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com : Phone: 800 211 2008

**Principal**  
Jyoti's College of Engineering  
KARIMNAGAR-505 527



## Offer Letter

Dear Kasanagottu Bhavana;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### 1. Commencement / Term:

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

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Bonus	-----	100000.00
CTC	22500.00	3,70,000.00

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Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
[www.einfratechsys.com](http://www.einfratechsys.com) : Phone: 800 331 2208

*Principal*  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

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### **6 Job Profile:**

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Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 800.331.2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527:



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

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**Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400110**  
**www.einfratechsys.com Phone: 850,331,2008**

*Principal Engineer*  
Vaageswari College of Engineering  
KARIMNAGAR-505 027

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

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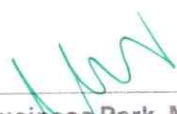
Name: .....

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com ; Phone: 800.331.2008

**Principal**  
Vaageswari College of Engineering  
KARTMUNAGAR-585 527



## Offer Letter

Dear Nandini Armoor;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### **1. Commencement / Term:**

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

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**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**

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Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 800-33112008

*Principal*  
Vaageswari College of Engineering  
KARTHIKAGAR-595 527

### **3. Incentive Scheme:**

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The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.

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**www.einfratechsys.com Phone: 800 331 2008**

*Principal*  
Bageswari College  
KARIMNAGAR-505 547

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name:

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 800 831 2008

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## Offer Letter

Dear Navya Sankati;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1:**

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
CTC	22500.00	3,70,000.00

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

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www.einfratechsys.com Phone: 800,331,2008

*Principal*  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

Information (which you may possess by reason of your association with the organization) outside the organization.

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*[Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance


Name:

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com ; Phone: 800.331.2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527:



## Offer Letter

Dear Saiesha Gaddam;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### 1. Commencement / Term:

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### 2. Remuneration:

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
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Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527:

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

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### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

Information (which you may possess by reason of your association with the organization) outside the organization.

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www.einfratechsys.com : Phone: 800,331,2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

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- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

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[www.einfratechsys.com](http://www.einfratechsys.com) ; Phone: 800.331.2008

*[Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-583 527

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name: .....

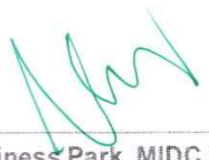
Signature: .....

Place: .....

Date: .....



For EINFRATECH SYSTEMS



Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 022-20812008

*Principal*  
Vaageswari College of Engineering  
KARIMNAGAR-405 527.



## Offer Letter

Dear Saipriya Bairi;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
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Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

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**Kopar Khairane, Navi Mumbai, Maharashtra - 400710**

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**KARIMNAGAR-305 527.**

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

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### **6 Job Profile:**

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**KARIMNAGAR-505 527**



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
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**www.einfratechsys.com Phone: 800 331 2008**

*Vaageswari College of Engineering  
KARIMNAGAR-505 527*

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

**Candidate's Acceptance**


Name: .....

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com ; Phone: 800,331,2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## Offer Letter

Dear Sankeesa Kavya Sree;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

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Compensation	Monthly (Rs)	Annual (Rs)
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Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
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www.einfratechsys.com : Phone: 800,331,2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

### **3. Incentive Scheme:**

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### **6 Job Profile:**

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www.einfratechsys.com : Phone: 800 331 2008

*Principal Engineer*  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

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- a) Any breach of the conditions mentioned in this letter on your part,
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- c) Suppression of any material information by you; and
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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance


Name: .....

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

  
Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com ; Phone: 800,331,2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527:



## Offer Letter

Dear Shashivardhan Methuku;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### **1. Commencement / Term:**

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
CTC	22500.00	3,70,000.00

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

**Address:** IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

**www.einfratechsys.com** : Phone: 800,381,2001

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-431 527

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

Information (which you may possess by reason of your association with the organization) outside the organization.

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

[www.einfratechsys.com](http://www.einfratechsys.com) : Phone: 800,331,2008

*[Handwritten Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com : Phone: 800.334.2008

*[Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-585 527

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name: .....

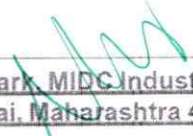
Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com : Phone: 800.331.2008

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## Offer Letter

Dear Uppulanikhitha;

We are pleased to appoint you to our organization as an **Associate Software Engineer** in the **Operations- IT Department** on the following terms and conditions at **Pay Grade 1**:

### **1. Commencement / Term:**

You are required to join our organization on **20<sup>th</sup> Nov 2023**. Your place of work shall presently be at Work from Home.

You will be on an orientation period of **3 months** and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### **2. Remuneration:**

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
HRA	6750.00	81,000.00
WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**  
The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

**Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710**

**www.einfratechsys.com ; Phone: 800,331,2008**

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

It is further agreed between you and the company that the incentive payable if any, based on your performance and productivity is instead of any other bonus including bonus based on profits payable under any law.

### **4. Leave:**

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by the competent authority. No leaves can be taken during the probation period. Women employees who have completed working 90 days with the organization shall be eligible for Maternity leave as per the policy.

### **5 Unauthorized Leave / Absence:**

If you are on unauthorized leave and absent for more than Three (3) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

Information (which you may possess by reason of your association with the organization) outside the organization.

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Kopar Khairane, Navi Mumbai, Maharashtra 400710

[www.einfratechsys.com](http://www.einfratechsys.com) : Phone: 800.331.2008

*Principal*  
Bageswari College of Engineering  
KARIMNAGAR-505 527.



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

## **9 Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

## **10 Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.

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[www.einfratechsys.com](http://www.einfratechsys.com) ; Phone: 800.331.2008

*Principal*  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name: .....

Signature: .....

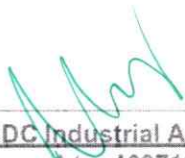
Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710

www.einfratechsys.com ; Phone: 800.331.2008

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



## Offer Letter

Dear Vaishnavi Durkunala;

We are pleased to appoint you to our organization as an Associate Software Engineer in the Operations- IT Department on the following terms and conditions at Pay Grade 1:

### 1. Commencement / Term:

You are required to join our organization on 20<sup>th</sup> Nov 2023. Your place of work shall presently be at Work from Home.

You will be on an orientation period of 3 months and upon satisfactory performance, your confirmation will be due. However, the company reserves the right to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Offer letter synchronize with the definite timeline schedules of completion of various project assignments mutually agreed upon by our company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time-bound tasks are substantially completed as may be mutually agreed upon and reviewed on case to case basis by your Reporting authority.

### 2. Remuneration:

Your remuneration would be set as follows (post-completion of probation period)

Compensation	Monthly (Rs)	Annual (Rs)
Basic	13500.00	1,62,000.00
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WFH	1000.00	12000.00
Medical Allowance	1250.00	15000.00
Bonus	-----	100000.00
<b>CTC</b>	<b>22500.00</b>	<b>3,70,000.00</b>

**\*\*During the orientation/probation period you will get a stipend of 12,000/- monthly.**

The salary and grade offered to you as above are based on the representation made by you during your interactions with the Company officials and/or documents submitted by you. In case of any discrepancy, the company reserves the right to alter/modify/withdraw the offer made to you.

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
[www.einfratechsys.com](http://www.einfratechsys.com) : Phone: 800,331,2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

### **3. Incentive Scheme:**

You will participate in the Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you upon your joining us. Kindly note that you will not have any right to claim any performance incentive from the company if you resign or abscond if you are separated from the company for any whatsoever reason.

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### **4. Leave:**

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### **6 Job Profile:**

Your duties and responsibilities will be explained to you upon your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

### **7 Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related Information (which you may possess by reason of your association with the organization) outside the organization.

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Kopar Khairane, Navi Mumbai, Maharashtra 400710

**www.einfratechsys.com** ; Phone: 800.331.2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## **8 Notice Period:**

During the probation period, either party can terminate the services without any notice or Basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 1 Months' notice or Basic salary in lieu thereof at the organization's discretion. After successful completion of the orientation period, either party may terminate the employment under this Appointment letter by issuing 1 Months' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc. provided during your tenure in the company for carrying out official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 1 Month from your last working day for processing your final settlement dues if any. Full and final settlement after 90 days from resignation and termination.

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- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you; and
- d) Your performance level is below the expected level and/or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of the Company's (client's) code of conduct.

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Your residential address records with the company will be treated as an official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as a communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Maharashtra** will have Exclusive jurisdiction about any dispute.

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Kopar Khairane, Navi Mumbai, Maharashtra 400710

[www.einfratechsys.com](http://www.einfratechsys.com) ; Phone: 800,331,2008

*Principal*  
Mageswari College of Engineering  
KARIMNAGAR-505 527.

Kindly note that you are required to sign a copy of this letter as a token of your acceptance and return it to us immediately.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

I have read and understood the above-mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide by the terms and conditions mentioned therein and any amendments from time to time.

### Candidate's Acceptance

Name:

Signature: .....

Place: .....

Date: .....

  
For EINFRATECH SYSTEMS

Address: IT Park, Millennium Business Park, MIDC Industrial Area, Sector 1,  
Kopar Khairane, Navi Mumbai, Maharashtra 400710  
www.einfratechsys.com : Phone: 800.331.2008

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



To,  
S. Sateesh Reddy  
Training & Placement officer  
Vaageswari College of Engineering, Karimnagar

Congratulations!! We are happy to announce that the following candidates are selected for "Digital Engineer Trainee" role in the Campus Recruitment Process conducted in the month of April 2023.

Sl No.	Candidate Name	Highest Qualification	Highest Qualification Specialization
1	Etikala Srilekha	BE / B.Tech	Computer Science and Engineering
2	P. Pranitha	BE / B.Tech	Computer Science and Engineering
3	Amulya Shanagonda	BE / B.Tech	Computer Science and Engineering
4	Thupakula Shashikumar	BE / B.Tech	Electronics and Communication Engineering
5	Komuravelli Eshwar	BE / B.Tech	Electronics and Communication Engineering



Best Regards,  
Vinay Kumar KS  
Manager – Campus Program

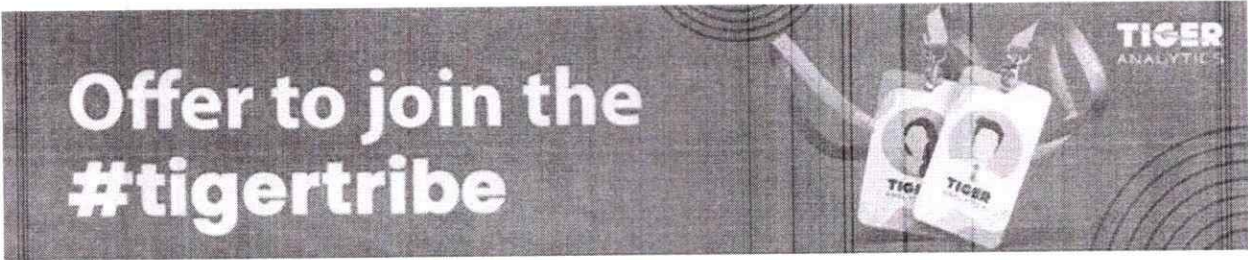


**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

INVITATION FOR PLACEMENT PROPOSAL TO CONDUCT THE DRIVE FROM VAAGESWARI COLLEGE OF ENGINEERING - KARIMNAGAR

Mothy Usharani <mothy.usharani@tigeranalytics.com>  
To: Vaageswari Colleges <tpo.vaageswari@gmail.com>  
Cc: Rahul Purushothaman <rahul.purushotha@tigeranalytics.com>, Jisha Sivakumar <jisha.sivakumar@tigeranalytics.com>

Wed, Jul 6, 2022 at 10:34 AM



Hi Sir

Over the past several years, Tiger Analytics has had the privilege of hiring many graduates from your esteemed institution. Many of whom were interns and full-time employees with the #tigertribe.

Everything we do is in the Heart of AI, we hope to empower students with the right tools to excel in their careers.

Our culture is modelled around expertise, humility, and mutual respect. In the world of AI & Analytics, we have arguably one of the best teams globally. As we continue to grow, we are happy to extend a Final Offer to the following students.

Candidate Full Name	Candidate Mail ID	Campus Name	Candidate Gender	Contact number	Alternate contact number
Bejjenki Sathvika	bejjenkisathvika13@gmail.com	Vaageswari College of Engineering	Female	7337253606	9121813606

She is entitled for a CTC of 7.5 Lakhs INR - (6.5 LPA Fixed + Onetime joining bonus (1 Lakh)

Kindly confirm her acceptance of the offer and let us know once the candidate is signed out from the process.

Thank you.

Regards  
Mothy Raajan  
Tiger Analytics

[Quoted text hidden]

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,

Ms. AENUMALA YAMINI

Dear Ms. AENUMALA YAMINI,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001

*Principal*  
Jyoti College of Engineering  
KARIMNAGAR-505 527.



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

Accept Job Offer

By signing and dating this letter below, I AENUMALA YAMINI, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

Decline Job Offer

By signing and dating this letter below, I AENUMALA YAMINI, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely  
For VITA Technologies

  
Authorized Signatory

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. ANUMALA VENKATESH

Dear Mr. ANUMALA VENKATESH,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001

Principal  
College of Engineer  
Vaageswari  
ANUMALA  
527



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I ANUMALA VENKATESH, accept the job offer of Associate Software Developer by VITA Technologies.

*Anumala Venkatesh*  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I ANUMALA VENKATESH, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

*Anumala Venkatesh*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. GUNDA SAINIKHIL

Dear Mr. GUNDA SAINIKHIL,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

*[Handwritten Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I GUNDA SAINIKHIL, accept the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I GUNDA SAINIKHIL, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

Principal  
Vaageswari College of Engineering  
KARIMNAGAR - 505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. KUMPATI VENKATA SIVARAM

Dear Mr. KUMPATI VENKATA SIVARAM,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



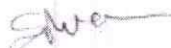
you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

##### Accept Job Offer

By signing and dating this letter below, I KUMPATI VENKATA SIVARAM, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

##### Decline Job Offer

By signing and dating this letter below, I KUMPATI VENKATA SIVARAM, decline the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

Yours sincerely  
For VITA Technologies

  
Authorized Signatory

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. MOUTAM AJAY KUMAR

Dear Mr. MOUTAM AJAY KUMAR,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR. 15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I MOUTAM AJAY KUMAR, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I MOUTAM AJAY KUMAR, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies



Authorized Signatory



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**VITA Tech Solutions Pvt. Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. VISHWANALA MURALI KRISHNA

Dear Mr. VISHWANALA MURALI KRISHNA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR. 15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



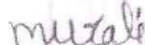
you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I VISHWANALA MURALI KRISHNA, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I VISHWANALA MURALI KRISHNA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely  
For VITA Technologies



Authorized Signatory



**Principal**  
Vishweshwari College of Engineering  
KARIMNAGAR-505 527

**VITA Tech Solutions Pvt. Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

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## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. SANGEM AJAY

Dear Mr. SANGEM AJAY,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I SANGEM AJAY, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I SANGEM AJAY, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely  
For VITA Technologies

  
Authorized Signatory

  
Principal  
Sri College of Engineering  
AR-505 527

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR - 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. KONDAPALUKULA ABHISHEK RAO

Dear Mr. KONDAPALUKULA ABHISHEK RAO,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you to our team.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I KONDAPALUKULA ABHISHEK RAO, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

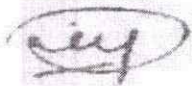
### Decline Job Offer

By signing and dating this letter below, I KONDAPALUKULA ABHISHEK RAO, decline the job offer of Associate Software Developer by VITA Technologies.

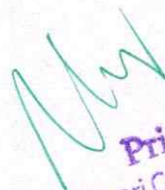
Signature:

Date:

Yours sincerely  
For VITA Technologies



Authorized Signatory



Principal  
Engineer

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR - 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Ms. GUNTUKA SWETHA

Dear Ms. GUNTUKA SWETHA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

#### Accept Job Offer

By signing and dating this letter below, I GUNTUKA SWETHA, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

#### Decline Job Offer

By signing and dating this letter below, I GUNTUKA SWETHA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies



Authorized Signatory



Principal  
College of Engineering  
537

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Ms. KETHIREDDY VINITHA

Dear Ms. KETHIREDDY VINITHA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

#### Accept Job Offer

By signing and dating this letter below, I KETHIREDDY VINITHA, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

#### Decline Job Offer

By signing and dating this letter below, I KETHIREDDY VINITHA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely  
For VITA Technologies



Authorized Signatory



Principal  
College of Engineering

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR - 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. CHIMMANI HARISH

Dear Mr. CHIMMANI HARISH,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I CHIMMANI HARISH, accept the job offer of Associate Software Developer by VITA Technologies.

*Ch. Harish*  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I CHIMMANI HARISH, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. BAKKI ABHILASH

Dear Mr. BAKKI ABHILASH,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming you.

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

#### Accept Job Offer

By signing and dating this letter below, I BAKKI ABHILASH, accept the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

#### Decline Job Offer

By signing and dating this letter below, I BAKKI ABHILASH, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

Principal Engineer

VITA Tech Solutions Pvt. Ltd.

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. BOJJAM SHANMUGAM

Dear Mr. BOJJAM SHANMUGAM,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I BOJJAM SHANMUGAM, accept the job offer of Associate Software Developer by VITA Technologies.

*B. Shanmugam*  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I BOJJAM SHANMUGAM, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| www.vitasoft.in





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. GANTA RAKESH

Dear Mr. GANTA RAKESH ,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR. 15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

Accept Job Offer

By signing and dating this letter below, I GANTA RAKESH , accept the job offer of Associate Software Developer by VITA Technologies.

*G. Rakesh*  
Signature:

Date:

Decline Job Offer

By signing and dating this letter below, I GANTA RAKESH , decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

*[Signature]*  
Principal  
College of Engineering  
527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR - 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. BHASHAVENA RAJKUMAR

Dear Mr. BHASHAVENA RAJKUMAR,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I BHASHAVENA RAJKUMAR, accept the job offer of Associate Software Developer by VITA Technologies.

*B. Rajkumar*  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I BHASHAVENA RAJKUMAR, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

Principal

Mahadev College of Engineering  
KARIMNAGAR-505 527

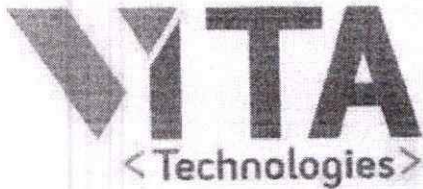
VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Ms. GADDAM KEERTHANA

Dear Mr. GADDAM KEERTHANA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001

*[Handwritten Signature]*  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



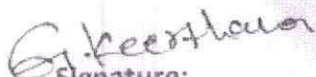
you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I GADDAM KEERTHANA, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I GADDAM KEERTHANA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:


Date:

Yours sincerely

For VITA Technologies



Authorized Signatory

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Ms. CHALLA PRAVEENA

Dear Mr. CHALLA PRAVEENA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001

Principal

College of Engineering

Vadga - 505 527

KARIMNAGAR



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

#### Accept Job Offer

By signing and dating this letter below, I CHALLA PRAVEENA, accept the job offer of Associate Software Developer by VITA Technologies.

*Ch. Praveena*  
Signature:

Date:

#### Decline Job Offer

By signing and dating this letter below, I CHALLA PRAVEENA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

*Now*  
**Principal**  
K. J. Somawari College of Engineering  
Karimnagar - 505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. CHILUVERU NITHIN

Dear Mr. CHILUVERU NITHIN,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

##### Accept Job Offer

By signing and dating this letter below, I CHILUVERU NITHIN, accept the job offer of Associate Software Developer by VITA Technologies.

*Ch. Nithin*  
Signature:

Date:

##### Decline Job Offer

By signing and dating this letter below, I CHILUVERU NITHIN, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies

Authorized Signatory

*[Signature]*  
**Principal**  
Bageswari College of Engineering  
KARIMNAGAR-505 527.

**VITA Tech Solutions Pvt. Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. NIKHIL REDDY BOKKALA

Dear Mr. NIKHIL REDDY BOKKALA,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR. 15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

#### TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

#### Accept Job Offer

By signing and dating this letter below, I NIKHIL REDDY BOKKALA, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

#### Decline Job Offer

By signing and dating this letter below, I NIKHIL REDDY BOKKALA, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies



Authorized Signatory



**Principal**  
Chageswari College of Engineering  
KARIMNAGAR-505 527.

**VITA Tech Solutions Pvt. Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email: [hr@vitasoft.in](mailto:hr@vitasoft.in) | [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. N SHASHI KUMAR

Dear Mr. N SHASHI KUMAR ,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.
  - Non-Compete Agreement
  - Confidentiality Agreement
  - At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete new recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I N SHASHI KUMAR, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I N SHASHI KUMAR, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies



Authorized Signatory

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Mr. Ramakrishna Kakker

Dear Mr. Ramakrishna Kakker,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR. 15,000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.

- Non-Compete Agreement
- Confidentiality Agreement
- At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

*Principal*  
Vaageswan  
KARIMNAGAR-505 527.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



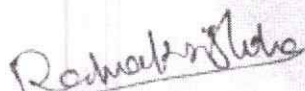
you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I Ramakrishna Kakkera, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

By signing and dating this letter below, I Ramakrishna Kakkera, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

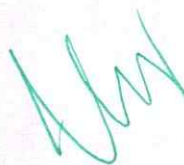
Date:

Yours sincerely

For VITA Technologies



Authorized Signatory



Principal  
Jyotswari College of Engineering  
KARIMNAGAR - 505 527

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR - 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)





## Employment Offer Letter

Date: 26<sup>th</sup> Nov 2022

To,  
Ms. Dharam Tejaswini

Dear Mr. Dharam Tejaswini ,

VITA Tech Solutions Private Limited known as VITA Technologies is pleased to offer you the position of Associate Software Developer. We trust that your knowledge, skills and experience will be among our most valuable assets.

### Salary:

- You will be under probation for initial 6 months and will be paid INR. 10,000/- Per Month. Post probation you will be paid INR.15, 000/- Per Month.
- Post completion of 12 months with us, your performance will be reviewed for appraisal.

### To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Sign and date the enclosures where indicated.

- Non-Compete Agreement
- Confidentiality Agreement
- At-Will Employment Confirmation

### To decline this job, offer:

1. Sign and date this job offer letter where indicated below.

If you accept this job offer, your hire date will be on the day that you attend the orientation/induction. Please read the enclosed materials for complete, new-recruit instructions and more information about the benefits that VITA Technologies offers.

We at VITA Technologies hope that you'll accept this job offer and look forward to welcoming

**VITA Tech Solutions Pvt.Ltd**

2<sup>nd</sup> Floor, IT Tower, opp. Ujwala Park, KARIMNAGAR - 505001



you onboard.

## TERMS AND CONDITIONS OF EMPLOYMENT

This letter, along with the Confidential Information and Invention Assignment Agreement between you and the Company, sets for the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Company and by you.

### Accept Job Offer

By signing and dating this letter below, I Dharam Tejaswini, accept the job offer of Associate Software Developer by VITA Technologies.

  
Signature:

Date:

### Decline Job Offer

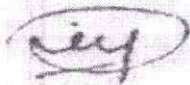
By signing and dating this letter below, I Dharam Tejaswini, decline the job offer of Associate Software Developer by VITA Technologies.

Signature:

Date:

Yours sincerely

For VITA Technologies



Authorized Signatory



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

VITA Tech Solutions Pvt. Ltd

2<sup>nd</sup> Floor, IT Tower, opp. IT Tower, KARIMNAGAR – 505001

Mob: +919030662999 | Email:

| [www.vitasoft.in](http://www.vitasoft.in)



# VISHWANATH

## GRANITES CUTTING & POLISHING INDUSTRY

Sy. No. 456, 477, 478, 478/A, 479/B, Odyaram Village, Gangadhara Mandal,  
Karimnagar Dist. Pin : 505 445. (T.S.)

Date : 18/4/2023

To

Kola Narendra

Dear Candidate,

We have a great pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.18000/- (Eighteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 2/8/2023 with the following documents.

1. Original qualification Certificates.
2. Original id proof.
3. 5 passport size photo graphs.

Yours Faithfully

Authorized Signature.

**VISHWANATH**  
GRANITES CUTTING & POLISHING INDUSTRY  
Sy. No: 456, 477, 478, 479,  
VILL: ODYARAM-505 524,  
M.D.L. GANGADHARA, DIST: KARIMNAGAR

**Principal**  
Vijayeswari College of Engineering  
KARIMNAGAR-505 527.

# VISHWANATH

## GRANITES CUTTING & POLISHING INDUSTRY

Sy. No. 456, 477, 478, 478/A, 479/B, Odyaram Village, Gangadhara Mandal,  
Karimnagar Dist. Pin : 505 445. (T.S.)

Date : 18/4/2023

To

Malluri Pavan Kumar

Dear Candidate,

We have a great pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.18000/- (Eighteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 28/2023 with the following documents.

1. Original qualification Certificates.
2. Original id proof.
3. 5 passport size photo graphs.

Yours Faithfully

Authorized Signature

VISHWANATH

GRANITES CUTTING & POLISHING INDUSTRY

Sy. No: 456, 477, 478, 479,

VILL. ODYARAM-505 524,

KUL. GANGADHARA, DIST. KARIMNAGAR

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



# VISHWANATH

## GRANITES CUTTING & POLISHING INDUSTRY

Sy. No. 456, 477, 478, 478/A, 479/B, Odyaram Village, Gangadhara Mandal,  
Karimnagar Dist. Pin : 505 445. (T.S.)

Date : 18/4/2023

To

Velpula Thirupathi

Dear Candidate,

We have a great pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.18000/- (Eighteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 21/8/2023 with the following documents.

1. Original qualification Certificates.
2. Original id proof.
3. 5 passport size photo graphs.

Yours Faithfully

Authorized Signature

VISHWANATH  
GRANITES CUTTING & POLISHING INDUSTRY  
Sy. No: 456, 477, 478, 479,  
VILL: ODYARAM-505 524,  
GANGADHARA, DIST: KARIMNAGAR

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

# VISHWANATH

## GRANITES CUTTING & POLISHING INDUSTRY

Sy. No. 456, 477, 478, 478/A, 479/B, Odyaram Village, Gangadhara Mandal,  
Karimnagar Dist. Pin : 505 445. (T.S.)

Date : 18/4/2023

To

Anukari chandu

Dear Candidate,

We have a great pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.18000/- (Eighteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 21/8/2023 with the following documents.

1. Original qualification Certificates.
2. Original id proof.
3. 5 passport size photo graphs.

Yours Faithfully

Authorized Signature.

**VISHWANATH**  
GRANITES CUTTING & POLISHING INDUSTRY  
Sy. No: 456, 477, 478, 479,  
VILL: ODYARAM-505 524,  
GANGADHARA, DIST: KARIMNAGAR

**Principal**  
Vaageswarl College of Engineering  
KARIMNAGAR-505 527.



# VISHWANATH

## GRANITES CUTTING & POLISHING INDUSTRY

Sy. No. 456, 477, 478, 478/A, 479/B, Odyaram Village, Gangadhara Mandal,  
Karimnagar Dist. Pin : 505 445. (T.S.)

Date : 18/4/2023

To

Chelloju Saikiran

Dear Candidate,

We have a great pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.18000/- (Eighteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

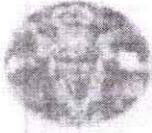
We request you to kindly report to our company on 21/8/2023 with the following documents.

1. Original qualification Certificates.
2. Original id proof.
3. 5 passport size photo graphs.

Yours Faithfully

Authorized Signature.  
**VISHWANATH**  
GRANITES CUTTING & POLISHING INDUSTRY  
Sy. No: 456, 477, 478, 479,  
VILL: ODYARAM-505 524,  
GANGADHARA DIST: KARIMNAGAR

  
**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.



# Bhadrakali Autocare Pvt. Ltd

SY. NO. 154 & 168, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 (TS)

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear V. Vishwanth,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

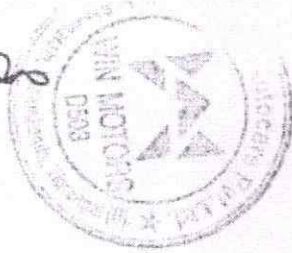
As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

  
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear T. Sravan Kumar,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

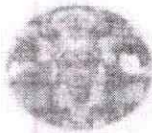
Authorized Signatory

VISHNU VARDHAN S

HR Manager



**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANANKONDA, WARANGAL-506009 ( TS )

Ph. 8008009488



Ref.

Date: 16/12/2022

Dear P. Nikhil,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

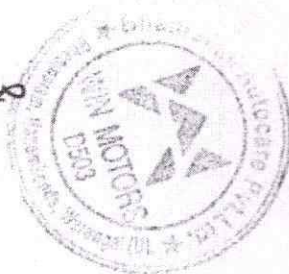
As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

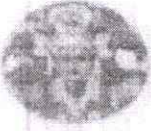
  
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527





# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARANI REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 (TS)

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear J. Anil Kumar,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

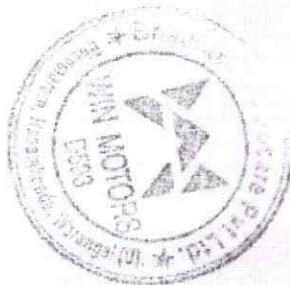
Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

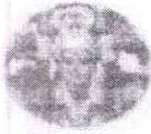


VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-595 527



# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SHIDARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear Gr. Sai Teja,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

VISHNU VARDHAN S

HR Manager



**Principal**  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.





**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HAMANKONDA, WARANGAL-506009 (TS)

Ph. 8006009988



Ref.

Date: 16/12/2022

Dear D. prashanth,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.


Please confirm your acceptance of this offer by signing and returning the copy of this letter.

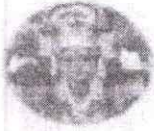
Authorized Signatory

  
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Eng  
KARIMNAGAR-505 247.



**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 15A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506003 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

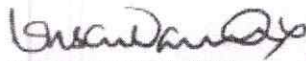
Dear B. Saitja,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory



VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





# Bhadrakali Autocare Pvt. Ltd

SY. NO. 10A & 10B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 ( TS )

Pt. 8008009988



Ref.

Date: 16/12/2022

Dear M. prashanth

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

  
VISHNU VARDHAN S

HR Manager





**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 164 & 165, LASHIKAR SINDARAM REVENUE VILLAGE, MAHAMKONDA, WARANGAL-506009 ( TS )

Ph. 8006009988



Ref.

Date: 16/12/2022

Dear S. Vishnu,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory



VISHNU VARDHAN S

HR Manager

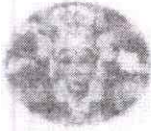




**Principal**

Paageswari College of Engineering,  
KARIMNAGAR - 505 527.





# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 (T3)

PH. 8006009988



Ref.

Date: 16/12/2022

Dear P. Vamshi Krishna,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

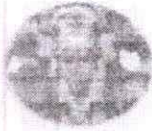
Authorized Signatory

  
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 (TS)

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear MD. Shahnawaz,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

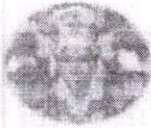
VISHNU VARDHAN S

HR Manager



**Principal**  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.





**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WAPANGAL-506009 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear Gulipally Shyam,

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

  
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.



**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 15A & 15B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 (TS)

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear P. Shiraj Chakavathy

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory



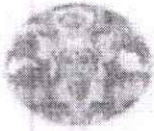
VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 164 & 169, LASHIKAR SINGARAM REVENUE VILLAGE, MANAMKONDA, WARANGAL-506009 ( TS )

Ph. 8006009988



Ref.

Date: 16/12/2022

Dear D. Arun Kumar,

We are pleased to offer you the position of Relationship Manager at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/7/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

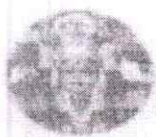


VISHNU VARDHAN S

HR Manager



  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HARAMKONDA, WARANGAL-506009 (TS)

Ph. 8006009988



Ref.

Date: 16/12/2022

Dear V. Sandeep,

We are pleased to offer you the position of Relationship Manager at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

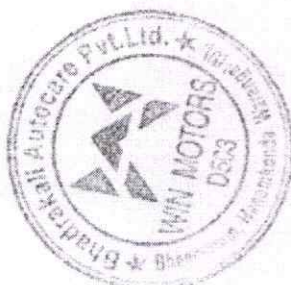
Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory



VISHNU VARDHAN S

HR Manager





**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





**Bhadrakali Autocare Pvt. Ltd**

SY. NO. 15A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 ( TS )

Ph. 8006009588



Ref.

Date: 16/12/2022

Dear B. Ganesh,

We are pleased to offer you the position of Relationship Manager at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

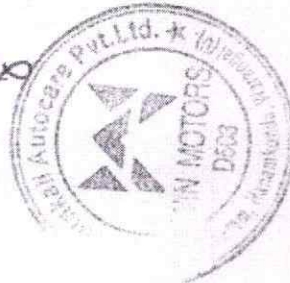
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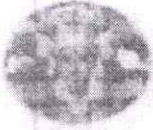
Authorized Signatory

  
VISHNU VARDHAN S

HR Manager



**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



**Bhadrakali Autocare Pvt. Ltd**

SV. NO. 15A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL-506009 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear S. Kavonakar,

We are pleased to offer you the position of Relationship Manager at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

VISHNU VARDHAN S

HR Manager



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-585 527





# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HANAMKONDA, WARANGAL - 506009 ( TS )

Ph. 8008009988



Ref.

Date: 16/12/2022

Dear P. Supriya

We are pleased to offer you the position of Relationship Manager at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

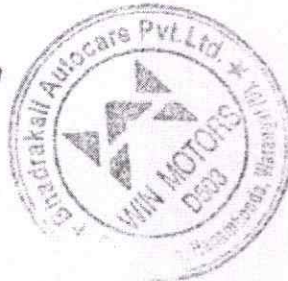
As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

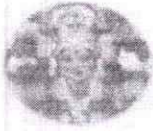
  
VISHNU VARDHAN S

HR Manager





**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



# Bhadrakali Autocare Pvt. Ltd

SY. NO. 16A & 16B, LASHKAR SINGARAM REVENUE VILLAGE, HARANKONDA, WARANGAL-506009 ( TS )

Ph. 8088009988



Ref.

Date: 16/12/2022

Dear M. Raju

We are pleased to offer you the position of Service Advisor at Win Motors (A Unit of Bhadrakali Autocare Pvt Ltd). We feel confident that you will contribute your skills and experience towards the growth of our organization

As per the discussion your monthly salary will be Rs 15000 and the joining date will be 4/1/2023.

Please confirm your acceptance of this offer by signing and returning the copy of this letter.

Authorized Signatory

  
VISHNU VARDHAN S

HR Manager





**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-595 527



GSTIN : 36AAWPG4630Q1ZK



A Member of  
**CREDAT**

DATE: 7/12/2022

To Recharani Samra

Dear Candidate,

We would like to pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.15000/- (Fifteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 7th Aug 2023. We wait for your early confirmation.

Yours Faithfully

For: GBR INFRA

A handwritten signature in black ink, appearing to read "A. M. Sagar", with a stylized flourish at the end.

Authorized Signature  
Partner

A handwritten signature in green ink, appearing to read "N. V.", with a stylized flourish at the end.

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

---

# 6-155, Bhupalpally, Jashankar Bhupalpally, Telangana - 506 169.  
Cell : 62812 82367, 62812 82368  
email : gmrgekulam@gmail.com

GSTIN : 36AAWPG4630Q1ZK



A Member of  
**CREDAT**

DATE: 7/12/2022

To Alishetti Vinay

Dear Candidate,

We would like to pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.15000/- (Fifteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 7th Aug 2023. We wait for your early confirmation.

Yours Faithfully

For: GBR INFRA

*A. R. Rao*  
Authorized Signature.  
Partner

*[Handwritten Signature]*

**Principal**  
Vaageswari College of Engineer  
KARIMNAGAR-505 527.

# 6-155, Bhupalpally, Jashankar Bhupalpally, Telangana - 506 169.

Cell : 62812 82367, 62812 82368

email : gmrgekulam@gmail.com



GSTIN : 36AAWPG4630Q1ZK



A Member of  
**CREDAT**

DATE: 7/12/2022

To Dharmula Anitha

Dear Candidate,

We would like to pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.15000/- (Fifteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 7<sup>th</sup> Aug 2023. We wait for your early confirmation.

Yours Faithfully

For: GBR INFRA

A handwritten signature in black ink, appearing to read "A. [unclear] of", written over the printed name.

Authorized Signature.  
Partner

A handwritten signature in green ink, appearing to be "WV", written over the official stamp.

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 027

# 6-155, Bhupalpally, Jashankar Bhupalpally, Telangana - 506 169.

Cell : 62812 82367, 62812 82368

email : gmrgokulam@gmail.com

GSTIN : 36AAWPG4630Q1ZK



A Member of  
**CREDAT**

DATE: 7/12/2022

To Exarla Sainath

Dear Candidate,

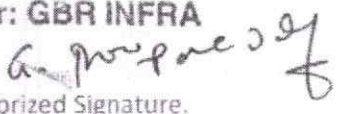
We would like to pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.

Your monthly earnings will be Rs.15000/- (Fifteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 7<sup>th</sup> Aug 2023. We wait for your early confirmation.

Yours Faithfully

For: GBR INFRA

  
Authorized Signature.  
Partner



**Principal**  
Vaageswan College of Engineering  
KARIMNAGUR-505 027

# 6-155, Bhupalpally, Jashankar Bhupalpally, Telangana - 506 169.

Cell : 62812 82367, 62812 82368

email : gmr gokulam@gmail.com



GSTIN : 36AAWPG4630Q1ZK



A Member of  
**CREDAT**

DATE: 7/12/2022

To Sweta Nuneaj

Dear Candidate,

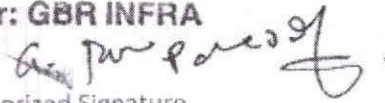
We would like to pleasure to offer, you has been interviewed and selected by us to our esteemed organization as a Site Engineer.


Your monthly earnings will be Rs.15000/- (Fifteen Thousand only) as gross payment. Every six month once your performance will be reviewed and based on your better out come your monthly earnings will be revised accordingly.

We request you to kindly report to our company on 7<sup>th</sup> Aug 2023 We wait for your early confirmation.

Yours Faithfully

**For: GBR INFRA**

  
Authorized Signature.  
Partner

  
**Principal**  
Vaageswari College of Engineering  
KAPTHANUR

---

# 6-155, Bhupalpally, Jashankar Bhupalpally, Telangana - 506 169.  
Cell : 62812 82367, 62812 82368  
email : gmrgekulam@gmail.com



## Letter of Offer

Date: 28-9-2022.

Dear Sheru Anitha,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

As per organization policy, the probation period applicable to you shall be six(6) months. However as and when required, your service will be transferable to any the offices in India or Abroad. During probation, the period of notice required for resignation is one month on either side.

This letter of Offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

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On the date of joining, please bring the following documents for verification/submission.

1. Original and copies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer[s].
4. Original & Copy of your Passport.
5. Three passport size and one stamp size colored photograph.

Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



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www.ethonhealthcare.com Phno:9704182526

Principal  
KARIMNAGAR





## Letter of Offer

Date: 28-9-2022.

Dear Mohammed sufiyan,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

As per organization policy, the probation period applicable to you shall be six(6) months. However as and when required, your service will be transferable to any the offices in India or Abroad. During probation, the period of notice required for resignation is one month on either side.

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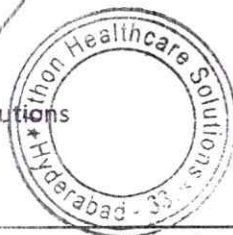
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- Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



*[Signature]*  
Principal



## Letter of Offer

Date: 28-9-2022.

Dear B.Keerthana,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best.

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Principal  
College of Engineering,  
KARIMNAGAR-505 527.





## Letter of Offer

Date: 28-9-2022.

Dear M Nithish,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best!

HR-Operations  
Ethon Healthcare Solutions



Principal  
Jyoti College of Engineering  
HYDRABAD - 500033



## Letter of Offer

Date: 28-9-2022.

Dear G.Sruthi,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

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KARIMNAGAR 505 527.





## Letter of Offer

Date: 28-9-2022.

Dear Gandla Mallikarjun,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best.

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KARIMNAGAR-505 527.



## Letter of Offer

Date: 28-9-2022.

Dear Kokku Sandeep,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

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Phno:9704182526

KARIMNAGAR-505 527.





## Letter of Offer

Date: 28-9-2022.

Dear Gurralla Kaveeshwar,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

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Ethon Healthcare Solutions



*[Handwritten signature]*

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KARIMNAGAR-505 527.



Letter of Offer

Date: 28-9-2022.

Dear M.Sai Prasanna,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).  
Wish you all the best

HR-Operations

Ethon Healthcare Solutions



Principal

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## Letter of Offer

Date: 28-9-2022.

Dear Tirumala Jayadevasai,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

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Principal  
Sri Chaitanya College of Engineering  
KARIMNAGAR-505 527.



## Letter of Offer

Date: 28-9-2022.

Dear Mohammad Sharmina,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best



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Principal

Adeswar College of Engineering  
KARIMNAR-505 527.





## Letter of Offer

Date: 28-9-2022.

Dear K Adharsh,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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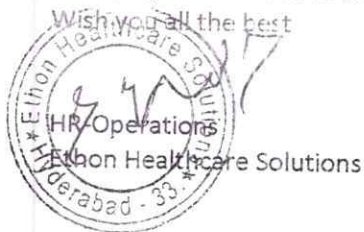
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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best





## Letter of Offer

Date: 28-9-2022.

Dear N.Sucharitha,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best



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Principal

KARIMNAGAR 505 527





## Letter of Offer

Date: 28-9-2022.

Dear Kanaveni Ramesh,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best.



*[Handwritten signature]*

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*[Handwritten text: Karimnagar-505 327]*



## Letter of Offer

Date: 28-9-2022.

Dear KUSHAL KUMAR MOTURI,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



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[www.ethonhealthcare.com](http://www.ethonhealthcare.com) Phno:9704182526

*[Handwritten signature]*

*[Handwritten text: College of Engineering, Hyderabad - 500032]*





## Letter of Offer

Date: 28-9-2022.

Dear Sanvitha Rathna,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

As per organization policy, the probation period applicable to you shall be six(6) months. However as and when required, your service will be transferable to any the offices in India or Abroad. During probation, the period of notice required for resignation is one month on either side. This letter of Offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

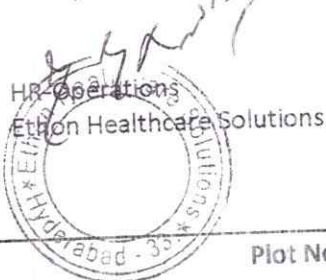
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On the date of joining, please bring the following documents for verification/submission.

1. Original and copies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer[s].
4. Original & Copy of your Passport.
5. Three passport size and one stamp size colored photograph.

Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best



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[www.ethonhealthcare.com](http://www.ethonhealthcare.com) Phno: 9704182526

Principal  
Rameshwar College of Engineering  
RAJENDRANAGAR-505 527.



## Letter of Offer

Date: 28-9-2022.

Dear Syed Tauqeer,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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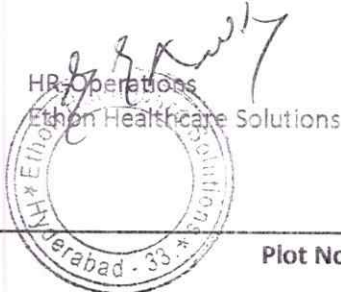
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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best



*[Handwritten Signature]*  
Principal

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## Letter of Offer

Date: 28-9-2022.

Dear R.Mony,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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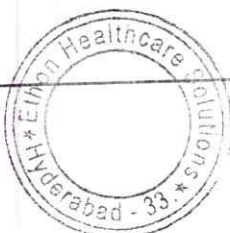
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Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



*[Signature]*  
Principal

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## Letter of Offer

Date: 28-9-2022.

Dear U.Saiteja,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

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Principal

Principal  
Jawahar College of Engineering  
KARIMNAGAR-505 527.





## Letter of Offer

Date: 28-9-2022.

Dear Neela soumya,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best



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*Principal*  
Principal  
College of Engineering  
Hyderabad - 500033



## Letter of Offer

Date: 28-9-2022.

Dear M.KRISHNA RAJ,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

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Phno:9704182526







## Letter of Offer

Date: 28-9-2022.

Dear GUJJULA ANUSHA,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

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## Letter of Offer

Date: 28-9-2022.

Dear Mohd Abdul Haleem,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

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KARIMNAGAR-505 527.

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## Letter of Offer

Date: 28-9-2022.

Dear P.SANDHYA,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



Principal

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[www.ethonhealthcare.com](http://www.ethonhealthcare.com) Phno:9704182526





## Letter of Offer

Date: 28-9-2022.

Dear Vodnala Sai kumar,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



*[Signature]*  
**Principal**  
Principal Engineer  
KARIMNAGUR-505 521

Plot No:230, Road No:78- Jubilee Hills, Hyderabad, Telangana- 500033

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

Phno:9704182528



## Letter of Offer

Date: 28-9-2022.

Dear ENDRA DEEPTHI,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Kindly sign and return to us the duplicate copy of this letter as your Acceptance (Hard Copy).

Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



Principal  
College of Engineering  
505 527





## Letter of Offer

Date: 28-9-2022.

Dear Bolli Ravindhar,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

HR-Operations  
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K. S. S. College of Engineering

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## Letter of Offer

Date: 28-9-2022.

Dear Daraveni Ajaykumar,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



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Kannur College of Engineering

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[www.ethonhealthcare.com](http://www.ethonhealthcare.com) Phno:9704182526





## Letter of Offer

Date: 28-9-2022.

Dear Ch.Pranay Kumar,

Thank you for exploring career opportunities with Ethon Healthcare Solutions. 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 Software Engineer-Trainee. This Offer takes effect from your date of joining 25th April, 2018. Your gross salary including all benefits will be Rs 2, 40,000 per annum, as per the terms and conditions set out here in.

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Wish you all the best

HR-Operations  
Ethon Healthcare Solutions



Principal  
Jyoti College of Engineering

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**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **ANANTHOJU SHIVANI**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

You are required to submit the following documents:

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- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



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You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the Terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91-40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 124



## LETTER OF INTENT

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **BUDDULA RENUKA,**

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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KARMINAR 10. 11. 1971



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91-40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **ELLANDULA SARASWATHI**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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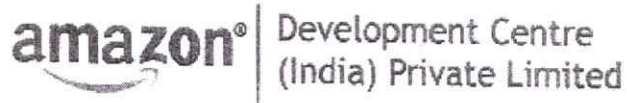
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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 522.





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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

Principal  
Raghuvaran College of Engineering  
KARIMNAGAR, INDIA

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **GOKA CHANDANA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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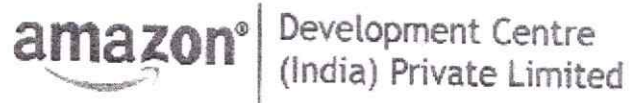
- Copies of the Educational Certificate (from Class 10 till the highest education)
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- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

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Vageswari College of Engineering,  
KARIMNAGAR-505 527.





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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91-40-4345 1111 Fax: +91-40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

**Principal**  
Vaggeswari College of Engineering  
KARIMNAGAR-505 022

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **KOTHAKONDA ANUSHA,**

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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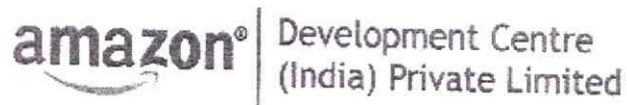
- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
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- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja Mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

**Principal**  
Jyotsnawari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **BANDARI SUHAS**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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**Principal**  
Vageswari College of Engineering,  
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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

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CIN:U7228yka2024TCG14233



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **BUCHALA SRIHARSHA,**

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**

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**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 027.



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

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Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

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CIN:U7228yka2024TCG14233



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-427.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **CHENNOJI VARSHA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.


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KARTIMNAGAR-505 527



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

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[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-415 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **CHIPPA RAMYA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.


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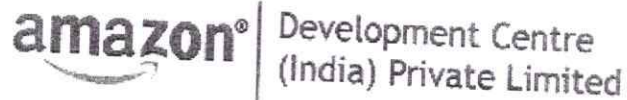
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**Principal**  
Vaageswari College of Engineering  
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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **DUBBAKA THARUN**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**


Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10 till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



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In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate Amazon in writing of such offer.

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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

Raheja Mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **ADEPU AKANKSHA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.


Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **ANIREDDY MEGHANA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

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**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature


Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +9 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



**Principal**  
Vedgeswari College of Engineering  
KARIMNAGAR-505 027.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **BEJJENKI SATHVIKA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

You are required to submit the following documents:

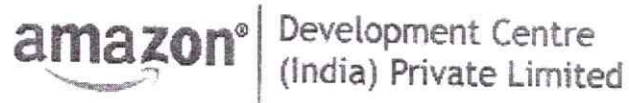
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- Form 16 (if applicable)
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- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. **450000** per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not

*[Handwritten Signature]*  
Principal  
VAGESHWARI COLLEGE OF ENGINEERING  
VADAPALAM, CHENNAI - 600 042





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In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate Amazon in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the Terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91-40-4345 1111 Fax: +91-40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **DANDU SHIRISHA,**

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate** at Amazon Development Center India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-515 422



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date:

Raheja mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91 -40-4345 1111 Fax: +91 -40-4145 1454

[www.india.amazon.com](http://www.india.amazon.com)

CIN:U7228yka2024TCG14233



Principal  
Manager, HR  
Amazon India Pvt Ltd

**LETTER OF INTENT**

Date: 25.03.2023

Name of the College: VAGESHWARI COLLEGE OF ENGINEERING

Dear **GAJJELA ADITHYA**,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Seller Support Associate at Amazon Development Center India Pvt. Ltd.**

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



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Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD



Shilpa Reddy Lakka,

Sr. Recruitment Manager

ACCEPTANCE OF LOI

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[www.india.amazon.com](http://www.india.amazon.com)



**Principal**  
Yogeeswari College of Engineering  
KARIMNAGAR-505 004

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **JAKKI LAHARI**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

To give you an idea, this is how your first day will progress...

1	Reporting at 9:00AM
2	Verification/Filling/ Submission of Background Verification Form
3	Receipt of Employee Handbook and visitor-cum-bus pass
4	Filling up of master form
5	Lunch break
6	Submission of signed documents
7	Receipt of appointment letter
8	Bank account opening
9	Receipt of buddy details and meeting buddy

We wish you all the very best, and hope to have a long and fruitful association with you!

Regards  
Team HR

**Kindly note:**

- Please dress in business formals
- **Please carry this welcome letter on your Date of Joining**
- If you are driving to office on the first day, please ensure you are there by 8:45 AM, and contact security at the main gate for your entry passes

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**EMPLOYMENT OFFER LETTER**

**JAKKI LAHARI,**

Flat no 140, bowen pally,  
Near more super market,  
Secunderabad-500014.

Confidential

Dear **JAKKI LAHARI,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

- A. Your current designation will be Consultant/P2.
- B. You will be required to work at the Company's offices in Mumbai.
- C. Your all-inclusive annual target compensation(on accost to company basis)will be **INR4,80,000** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.



**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-431 512.

Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student **JONNALA SUPRIYA,**

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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We wish you all the very best, and hope to have a long and fruitful association with you!

Regards  
Team HR

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**EMPLOYMENT OFFER LETTER**

**JONNALA SUPRIYA,**  
H No 3-15, WestMarredpally,  
Near super market,  
Secunderabad-500014.

Confidential

Dear **JONNALA SUPRIYA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

- A. Your current designation will be Consultant/P2.
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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-431 527.

Date: **29.01.2023**,  
 Joining Location: Mumbai,  
 Designation: **Software Engineer**.

Dear Student **KATTA SAHITH**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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**EMPLOYMENT OFFER LETTER**

**KATTA SAHITH,**  
Flat no 121, East Marredpally,  
Near more super market,  
Secunderabad-500014.

Confidential

Dear **KATTA SAHITH,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **MALLIPEDDI BHAVANA**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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**EMPLOYMENT OFFER LETTER**

**MALLIPEDDI BHAVANA,**

Flat no 121, Vanasthalipuram,

Near Kinara Grand,

Rangareddy-500070.

Confidential

Dear **MALLIPEDDI BHAVANA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

- A. Your current designation will be Consultant/P2.
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- C. Your all-inclusive annual target compensation(on accost to company basis)will be **INR4,80,000** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.



**Principal**  
Jyoti College of Engineering  
KARIMNAGAR-505 527.

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer.**

Dear Student **ANARAJULA REKHA**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

To give you an idea, this is how your first day will progress...

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5	Lunch break
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7	Receipt of appointment letter
8	Bank account opening
9	Receipt of buddy details and meeting buddy

We wish you all the very best, and hope to have a long and fruitful association with you!

Regards  
Team HR

**Kindly note:**

- Please dress in business formal
- **Please carry this welcome letter on your Date of Joining**
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**EMPLOYMENT OFFER LETTER**

**ANARAJULA REKHA,**  
Flat no 181, Vanasthalipuram,  
Near Vishnu Theater,  
Rangareddy-500070.

Confidential

Dear **ANARAJULA REKHA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Jyageswari College of Engineering,  
KARIMNAGAR-505 527.

Date: 29.01.2023,

Joining Location: Mumbai,

Designation: Software Engineer.

Dear Student ANNAM PRANITHA,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



**EMPLOYMENT OFFER LETTER**

**ANNAM PRANITHA,**

H No 2/5/32/A, Sri ram colony,

L B Nagar,

Rangareddy-500070.

Confidential

Dear **ANNAM PRANITHA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Jagadgur College of Engineering  
KARIMNAGAR-505 011.

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **BARLA REKHA**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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We wish you all the very best, and hope to have a long and fruitful association with you!

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**EMPLOYMENT OFFER LETTER**

**BARLA REKHA,**  
H No 2/6/42/A, Chaithanyapuri colony,  
Saroor nagar,  
Rangareddy-500070.

Confidential

Dear **BARLA REKHA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **BOINI VANDANA**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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**EMPLOYMENT OFFER LETTER**

**BOINI VANDANA,**

Flat no 121, East Marredpally,  
Near more super market,  
Secunderabad-500014.

Confidential

Dear **BOINI VANDANA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('**Capgemini**' or '**Company**') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student **GADDE SHIVA SATHWIK**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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We wish you all the very best, and hope to have a long and fruitful association with you!

Regards  
Team HR

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**EMPLOYMENT OFFER LETTER**

**GADDE SHIVA SATHWIK,**

H No 2/5/32/A, Sri ram colony,

L B Nagar,

Rangareddy-500070

Confidential

Dear **GADDE SHIVA SATHWIK,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 29.01.2023,

Joining Location: Mumbai,

Designation: Software Engineer.

Dear Student GATLA MANASA,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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We wish you all the very best, and hope to have a long and fruitful association with you!

Regards

Team HR

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**EMPLOYMENT OFFER LETTER**

**GATLA MANASA,**

H No 2/5/32/A, Sri Sai ram colony,

L B Nagar,

Rangareddy-500070

Confidential

Dear **GATLA MANASA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student GUMPULA KALYANI,

A very warm welcome to you!

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**Principal**  
Jaageswari College of Engineering,  
KARIMNAGAR-505 527.



**EMPLOYMENT OFFER LETTER**

**GUMPULA KALYANI,**

Flat no 121, Hayathnagar,  
Near more super market,  
Rangareddy-500014.

Confidential

Dear **GUMPULA KALYANI,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Jaageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student GUNNALA SOUMYA,

A very warm welcome to you!

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We wish you all the very best, and hope to have a long and fruitful association with you!

Regards  
Team HR

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**EMPLOYMENT OFFER LETTER**

**GUNNALA SOUMYA,**

Flat no 121, Nampally,  
Near more super market,  
Hyderabad-500013.

Confidential

Dear **GUNNALA SOUMYA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **MARTHA CHANDANA**,

A very warm welcome to you!

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**EMPLOYMENT OFFER LETTER**

**MARTHA CHANDANA,**

Flat no 121, peddamma thalli temple road

Near D mart,

Medchal-500014.

Confidential

Dear **MARTHA CHANDANA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.

Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student **NAROJU ANUHYA**,

A very warm welcome to you!

Capgemini's slogan is 'People Matter, Results Count', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team - together.

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**EMPLOYMENT OFFER LETTER**

**SHAIK AYUB ALI,**

Flat no 121, East Marredpally,  
Near more super market,  
Secunderabad-500014.

Confidential

Dear **SHAIK AYUB ALI,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

Date: 29.01.2023,  
Joining Location: Mumbai,  
Designation: Software Engineer.

Dear Student **SIDDI MANI CHANDANA,**

A very warm welcome to you!

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**EMPLOYMENT OFFER LETTER**

**SIDDI MANI CHANDANA,**

Flat no 121,  
star supermarket Road,  
Lbnagar,  
Rangareddy-500070.

Confidential

Dear **SIDDI MANI CHANDANA,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Jyoti College of Engineering  
KARIMNAGAR-505 527.

Date: **29.01.2023**,  
Joining Location: Mumbai,  
Designation: **Software Engineer**.

Dear Student **ADEPU EKNATH**,

A very warm welcome to you!

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**EMPLOYMENT OFFER LETTER**

**ADEPU EKNATH,**

Flat no 121, East Marredpally,

Near more super market,

Secunderabad-500014.

Confidential

Dear **ADEPU EKNATH,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **Aug10, 2023**(or such other date as may be communicated to you by the Company), as per details given below.

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**Principal**  
Jagadishwari College of Engineering  
KARIMNAGAR-505 527.





## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear **BALASANI PAVAN KUMAR,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jaggeswari College of Engineering  
KARIMNAGAR-505 527



## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear **BARIGELA VINAY**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527



**LETTER OF OFFER OF EMPLOYMENT**Date: **22.02.2023****Dear BEJUGAM SAHITHI,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

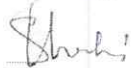
As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**Start date: **22.07.2023**Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name\_\_\_\_\_  
Date  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear BOMMIDI VISHNU TEJA,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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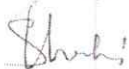
Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,




Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date



Principal  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.



**LETTER OF OFFER OF EMPLOYMENT**

Date: **22.02.2023**

**Dear CHIKATLA SNEHA,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.


Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-585 527



## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear JALAGAM SAIKRISHNA,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

KARIMNAGAR-505 527



**LETTER OF OFFER OF EMPLOYMENT**

Date: **22.02.2023**

**Dear KALYANAPU MOUNIKA,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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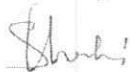
Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527

**LETTER OF OFFER OF EMPLOYMENT**

Date: **22.02.2023**

**Dear KOLA SANGEETHA,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



**LETTER OF OFFER OF EMPLOYMENT**Date: **22.02.2023****Dear KOPPULA ARUN,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

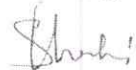
As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**Start date: **22.07.2023**Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

Name \_\_\_\_\_

Date \_\_\_\_\_

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear AITLA SAIMADHAVAN,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

Name \_\_\_\_\_

Date \_\_\_\_\_

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear **BORUBONTHALA AJAY,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

Name \_\_\_\_\_

Date \_\_\_\_\_

**Principal**  
Sri Jagadamba College of Engineering  
KARIMNAGAR-505 527.



## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear **MOHAMMAD MUZAMMIL KHAN,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jyoti College of Engineering  
KARIMNAGAR-505 527.





## LETTER OF OFFER OF EMPLOYMENT

Date: **22.02.2023**

Dear **MOHAMMAD SULEMAN ALI**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear **MOHAMMED ZAKI UDDIN**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



**LETTER OF OFFER OF EMPLOYMENT**Date: **22.02.2023**Dear **BONGONI SANDHYA,**

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

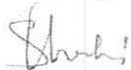
As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Title: **Technical Analyst**Start date: **22.07.2023**Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name\_\_\_\_\_  
Date  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## LETTER OF OFFER OF EMPLOYMENT

Date: **22.02.2023**

Dear **DINGIRI SRIVALLI**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





## LETTER OF OFFER OF EMPLOYMENT

Date: 22.02.2023

Dear GADASU SAITEJA,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

Name \_\_\_\_\_

Date \_\_\_\_\_

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## LETTER OF OFFER OF EMPLOYMENT

Date: **22.02.2023**

Dear **JOGULA AJAY**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.





## LETTER OF OFFER OF EMPLOYMENT

Date: **22.02.2023**

Dear **MADUPU RAHUL**,

Following our recent discussions, we are delighted to offer you the position of **Technical Analyst** with Our Organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Title: **Technical Analyst**

Start date: **22.07.2023**

Salary: **600000LPA**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

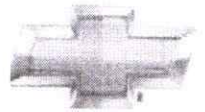
Shanthi Bhaskar,  
HR Manager,  
Genpact,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.



## TO WHOME IT MAY CONCERNED

Date: 10.01.2023

Dear PORANDLA RAJENDAR

Congratulations!

We are Pleased to confirm that you have been selected for KUN Automobiles(P)Ltd A Leading Hiring partner for various Mechanical Based companies.

Job location: Hyderabad

- As discussed, you will be offered a full-time employment in any one of our top clients.
- At the time of Final Client Round, it is mandatory to submit your one of the Original Educational certificates.
- For all non-technical Hiring such as back office/Front office /Showroom sales,30 days of Training should undergo (As discussed during the time of interview for your training, company will not pay anything in terms of stipend or any other Allowances).
- We are pleased to offer you for the position of Entry Level-Service Associate Technical /Non-Technical /Sales Promoter "as mentioned above" With a CTC of Rs.4.5 LPA to max of 5 LPA P/A Process allowances (will be based on client & process). **this is only applicable after the first 3months of joining** which is Inclusive of all benefits and perks.
- Please sign the enclosed copy of this letter to indicate your acceptance of this offer, we are confident you will be able to make a significant contribution to the success of our client and look forward to work with you.

Acceptance letter will be issued only up on the final Terms and Conditions.

Regards

RAHUL SHAW  
HEAD,HRD

**— KUNAUTOMOBILES(P) LTD —**

**Kawadiguda:**

1-3-1045,KawadigudaRoad,Hyderabad-SO  
Ph:27532385/86/87/88/89Fax:27532384  
Email:kun.sales@gmail.com

**Nagole:**

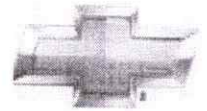
PlotNo.74,SnehapuriColony,H  
yderabad-74.  
Ph:24220013/15/17,24220313  
E-mal: kunnagole.sales@gmail.com

**Kondapur:**

SurveyNo. 19,PlotNo.384,  
KondapurMainRoad,Hyderabad-49.  
Ph:040-45469969/79/89/99Fax:45469959  
E-mail:kunchevy.kondapur@gmail.com

**Principal**  
Jaggeswari College of Engineering  
KARIMNAGAR-505 527.





## TO WHOME IT MAY CONCERNED

Date: 10.01.2023

Dear AVULA VENUGOPAL

Congratulations!

We are Pleased to confirm that you have been selected for KUN Automobiles(P)Ltd A Leading Hiring partner for various Mechanical Based companies.

Job location: Hyderabad

- As discussed, you will be offered a full-time employment in any one of our top clients.
- At the time of Final Client Round, it is mandatory to submit your one of the Original Educational certificates.
- For all non-technical Hiring such as back office/Front office /Showroom sales,30 days of Training should undergo (As discussed during the time of interview for your training, company will not pay anything in terms of stipend or any other Allowances).
- We are pleased to offer you for the position of Entry Level-Service Associate Technical /Non-Technical /Sales Promoter "as mentioned above" 'With a CTC of Rs.4.5 LPA to max of 5 LPA P/A Process allowances (will be based on client & process). this is only applicable after the first 3months of joining which is Inclusive of all benefits and perks.
- Please sign the enclosed copy of this letter to indicate your acceptance of this offer, we are confident you will be able to make a significant contribution to the success of our client and look forward to work with you.

Acceptance letter will be issued only up on the final Terms and Conditions.

Regards

RAHUL SHAW  
HEAD,HRD

**— KUNAUTOMOBILES(P) LTD —****Kawadiguda:**

1-3-1045,KawadigudaRoad,Hyderabad-SO  
Ph:27532385/86/87/88/89Fax:27532384  
Email:kun.sales@gmail.com

**Nagole:**

PlotNo.74,SnehapuriColony,H  
yderabad-74.  
Ph:24220013/15/17,24220313  
E-mail:kunnagole.sales@gmail.com

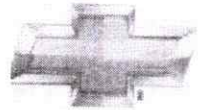
**Kondapur:**

SurveyNo.19,PlotNo.384,  
KondapurMainRoad,Hyderabad-49.  
Ph:040-45469969/79/89/99Fax:45469959  
E-mail:kunchevy.kondapur@gmail.com

  
**Principal**

Jyotswari College of Engineering  
KARIMNAGAR-505 527.

CHEVROLET



TO WHOME IT MAY CONCERNED

Date: 10.01.2023

Dear GAJULA VEERENDRA

Congratulations!

We are Pleased to confirm that you have been selected for KUN Automobiles(P)Ltd A Leading Hiring partner for various Mechanical Based companies.

Job location: Hyderabad

- As discussed, you will be offered a full-time employment in any one of our top clients.
- At the time of Final Client Round, it is mandatory to submit your one of the Original Educational certificates.
- For all non-technical Hiring such as back office/Front office /Showroom sales,30 days of Training should undergo (As discussed during the time of interview for your training, company will not pay anything in terms of stipend or any other Allowances).
- We are pleased to offer you for the position of Entry Level-Service Associate Technical /Non-Technical /Sales Promoter "as mentioned above" 'With a CTC of Rs.4.5 LPA to max of 5 LPA P/A Process allowances (will be based on client & process), this is only applicable after the first 3months of joining which is Inclusive of all benefits and perks.
- Please sign the enclosed copy of this letter to indicate your acceptance of this offer, we are confident you will be able to make a significant contribution to the success of our client and look forward to work with you.

Acceptance letter will be issued only up on the final Terms and Conditions.

Regards

RAHUL SHAW  
HEAD,HRD

— KUNAUTOMOBILES(P) LTD —

**Kawadiguda:**

1-3-1045,KawadigudaRoad,Hyderabad-SO  
Ph:27532385/86/87/88/89Fax:27532384  
Email:kun.sales@gmail.com

**Nagole:**

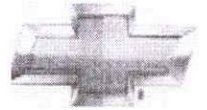
PlotNo.74,SnehapuriColony,H  
yderabad-74.  
Ph:24220013/15/17,24220313  
E-ma: kunnagole.sales@gmail.com

**Kondapur:**

SurveyNo. 19,PlotNo.384,  
KondapurMainRoad,Hyderabad-49.  
Ph:040-45469969/79/89/99Fax:45469959  
E-mail:kunchevy.kondapur@gmail.com

Principal  
Vijayeswari College of Engineering,  
NAGAR-505 527.





## TO WHOME IT MAY CONCERNED

Date: 10.01.2023

Dear MOHAMMAD MERAJ

Congratulations!

We are Pleased to confirm that you have been selected for KUN Automobiles(P)Ltd A Leading Hiring partner for various Mechanical Based companies.

Job location: Hyderabad

- As discussed, you will be offered a full-time employment in any one of our top clients.
- At the time of Final Client Round, it is mandatory to submit your one of the Original Educational certificates.
- For all non-technical Hiring such as back office/Front office /Showroom sales,30 days of Training should undergo (As discussed during the time of interview for your training, company will not pay anything in terms of stipend or any other Allowances).
- We are pleased to offer you for the position of Entry Level-Service Associate Technical /Non-Technical /Sales Promoter "as mentioned above" 'With a CTC of Rs.4.5 LPA to max of 5 LPA P/A Process allowances (will be based on client &process). **this is only applicable after the first 3months of joining** which is Inclusive of all benefits and perks.
- Please sign the enclosed copy of this letter to indicate your acceptance of this offer, we are confident you will be able to make a significant contribution to the success of our client and look forward to work with you.

Acceptance letter will be issued only up on the final Terms and Conditions.

Regards

RAHUL SHAW  
HEAD,HRD

**— KUNAUTOMOBILES(P) LTD —****Kawadiguda:**

1-3-1045,KawadigudaRoad,Hyderabad-SO  
Ph:27532385/86/87/88/89Fax:27532384  
Email:kun.sales@gmail.com

**Nagole:**

PlotNo.74,SnehapuriColony,H  
yderabad-74.  
Ph:24220013/15/17,24220313  
E-mal:kunnagole.sales@gmail.com

**Kondapur:**

SurveyNo.19.PlotNo.384,  
KondapurMainRoad,Hyderabad-49.  
Ph:040-45469969/79/89/99Fax:45469959  
E-mail:kunchevy.kondapur@gmail.com

Principal  
K. J. Somaiya College of Engineering



## TO WHOME IT MAY CONCERNED

Date: 10.01.2023

Dear THOUTA SAICHARAN

Congratulations!

We are Pleased to confirm that you have been selected for KUN Automobiles(P)Ltd A Leading Hiring partner for various Mechanical Based companies.

Job location: Hyderabad

- As discussed, you will be offered a full-time employment in any one of our top clients.
- At the time of Final Client Round, it is mandatory to submit your one of the Original Educational certificates.
- For all non-technical Hiring such as back office/Front office /Showroom sales,30 days of Training should undergo (As discussed during the time of interview for your training, company will not pay anything in terms of stipend or any other Allowances).
- We are pleased to offer you for the position of Entry Level-Service Associate Technical /Non-Technical /Sales Promoter "as mentioned above" With a CTC of Rs.4.5 LPA to max of 5 LPA P/A Process allowances (will be based on client & process). **this is only applicable after the first 3months of joining** which is Inclusive of all benefits and perks.
- Please sign the enclosed copy of this letter to indicate your acceptance of this offer, we are confident you will be able to make a significant contribution to the success of our client and look forward to work with you.

Acceptance letter will be issued only up on the final Terms and Conditions.

Regards

RAHUL SHAW  
HEAD,HRD

— **KUNAUTOMOBILES(P)LTD** —

**Kawadiguda:**

I-3-1045,KawadigudaRoad,Hyderabad-SO  
Ph:27532385/86/87/88/89Fax:27532384  
Email:kun.sales@gmail.com

**Nagole:**

PlotNo.74,SnehapuriColony,H  
yderabad-74.  
Ph:24220013/15/17,24220313  
E-mal: kunnagole.sales@gmail.com

**Kondapur:**

SurveyNo.19.PlotNo.384,  
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Ph:040-45469969/79/89/99Fax:45469959  
E-mail:kunchevy.kondapur@gmail.com

**Principal**  
/aageswari College of Engineering  
-12-505-577-





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.GODISHALA SAI CHANDANA

Re: Offer of Employment

Dear GODISHALA SAI CHANDANA,

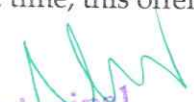
It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

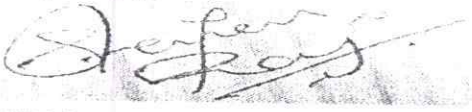
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jagadswari College of Engineering  
KARIMNAGAR-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

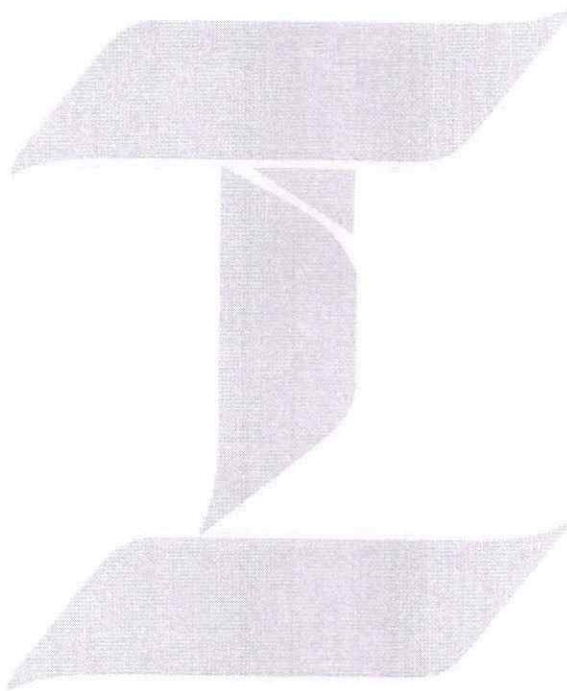
Very truly yours,




HR Manager  
Incline Inventions Pvt. Ltd.


Acceptance of Offer:


---




CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

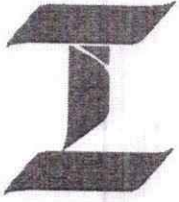
 [www.inclineinventions.com](http://www.inclineinventions.com)

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

---

  
Principal  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Mr.KAMSANI MANOJ

Re: Offer of Employment

Dear KAMSANI MANOJ,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Innovations Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Innovations Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

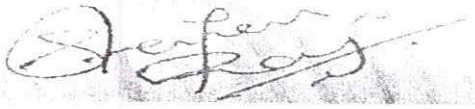
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Innovations Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Innovations Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Innovations Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jageswari College of Engineering  
KARTIMNAGAR-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

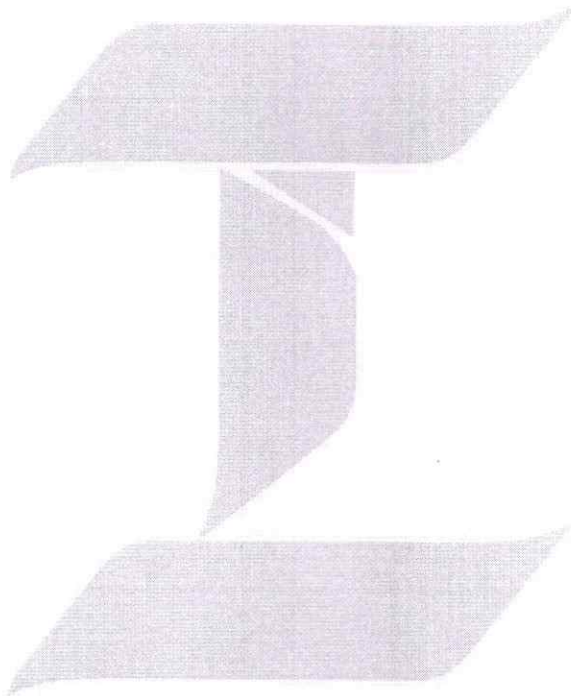
Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:

---



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

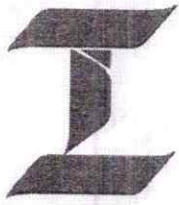
🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

---

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.**KOYADA SRIVANI**

Re: Offer of Employment

Dear**KOYADA SRIVANI**,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

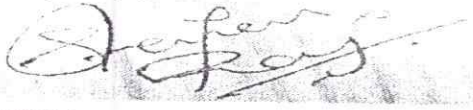
As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
**Principal**

Sageswari College of Engineering,  
KARIMNAGAR-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

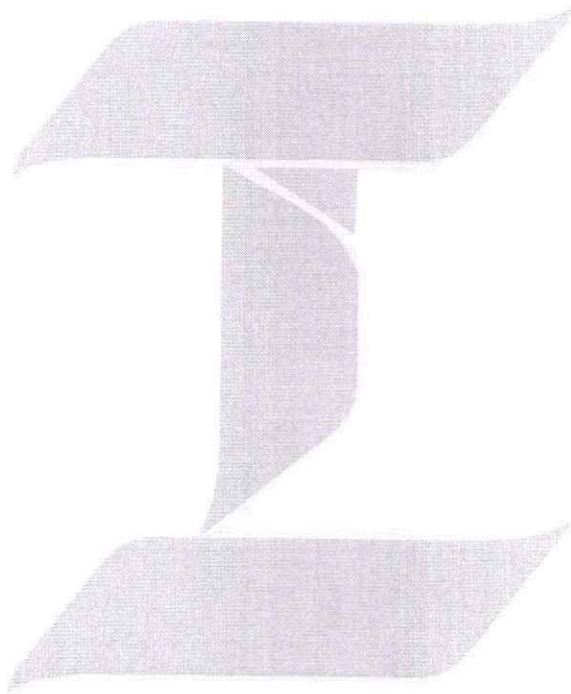
Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:

---



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

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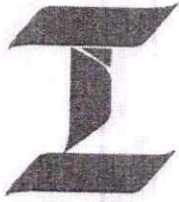
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✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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**Principal**  
Jyotsna College of Engineering,  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.MARAM RENUKA

Re: Offer of Employment

Dear MARAM RENUKA,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

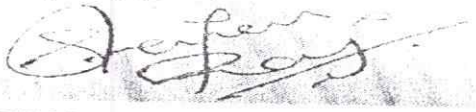
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- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jageswari College of Engineering  
KARIMNAGAR-505 527.

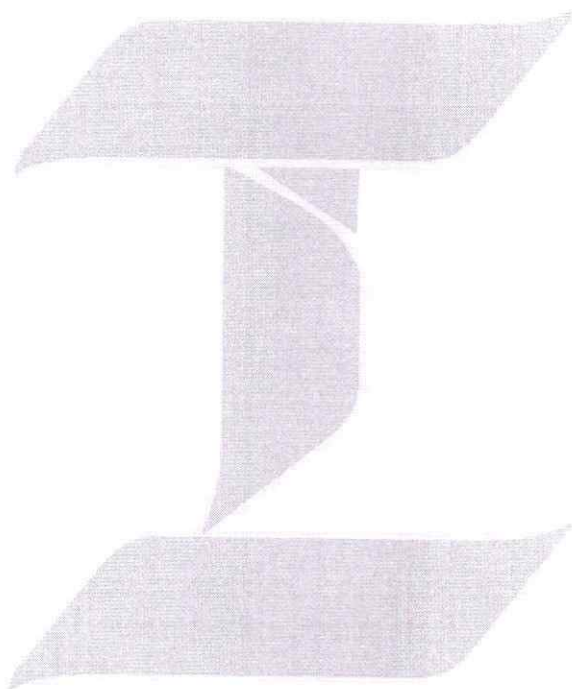
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,





HR Manager  
Incline Inventions Pvt. Ltd.


Acceptance of Offer:




CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.


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

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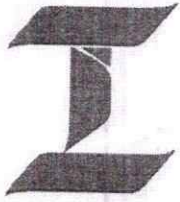
 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)



**Principal**

Vaageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.**MOHAMMED SANIYA SULTHANA**

Re: Offer of Employment

Dear**MOHAMMED SANIYA SULTHANA**,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

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As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

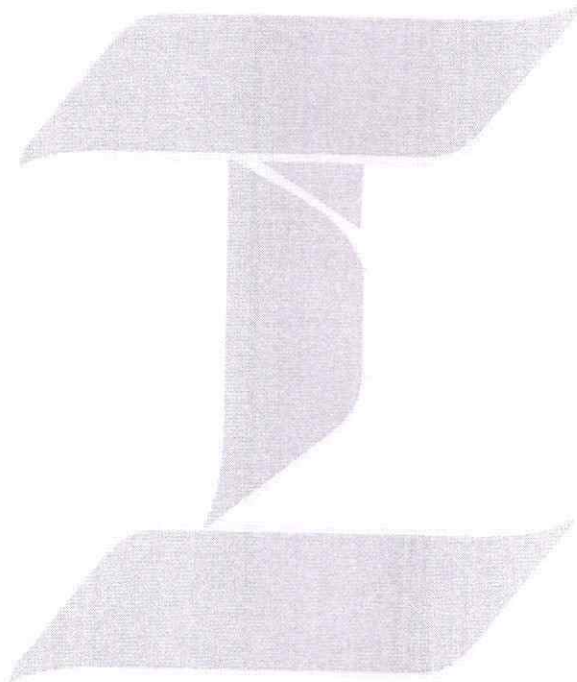
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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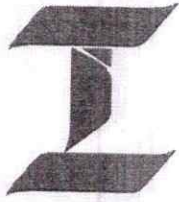
✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.PONNAM PRAVALIKA

Re: Offer of Employment

DearPONNAM PRAVALIKA,


It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

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- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jageswari College of Engineering,  
KARIMNAGAR-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

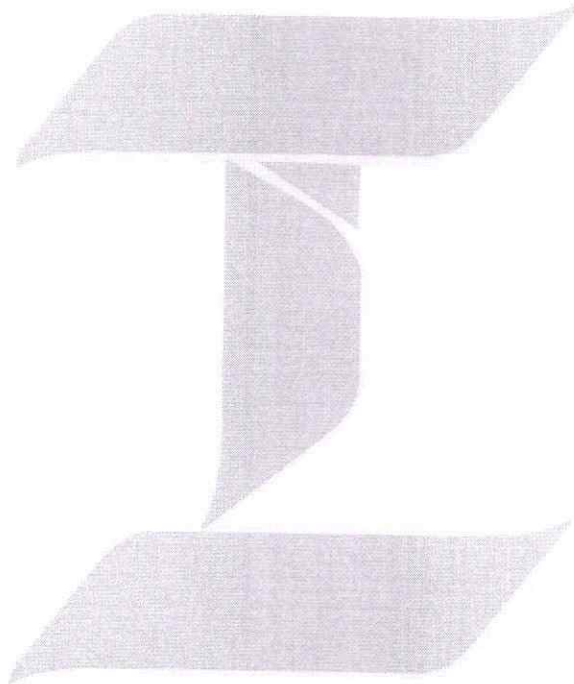
Very truly yours,




HR Manager  
Incline Inventions Pvt. Ltd.


Acceptance of Offer:


---




CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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

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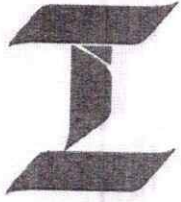
 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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Principal

Sageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.UPARAPU PUSHPALATHA

Re: Offer of Employment

DearUPARAPU PUSHPALATHA,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

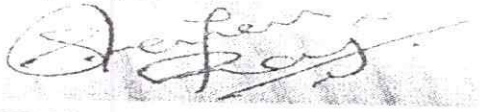
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

*[Handwritten Signature]*  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

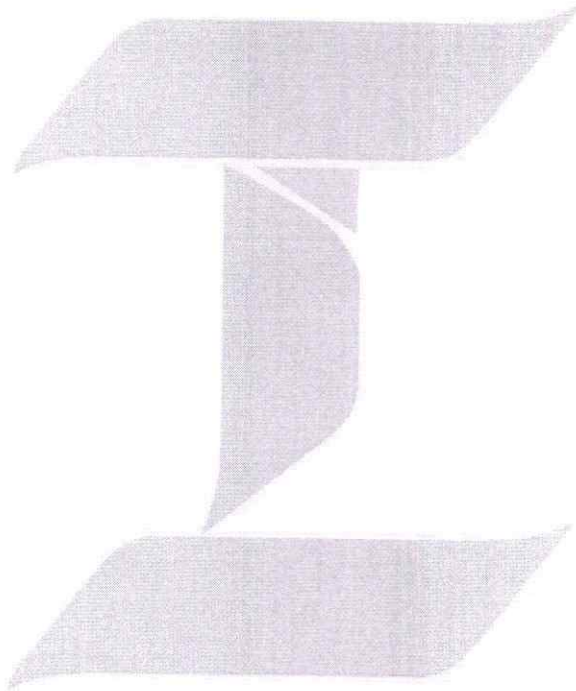
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)


✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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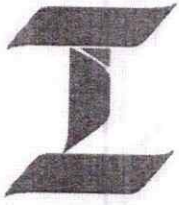
🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 522





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.GULLA RAMYA

Re: Offer of Employment

Dear GULLA RAMYA,


It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

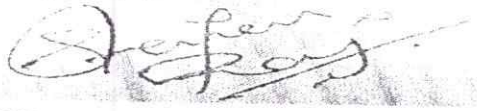
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Vaageswari College of Engineering  
KARTMAGUR, POS 327.

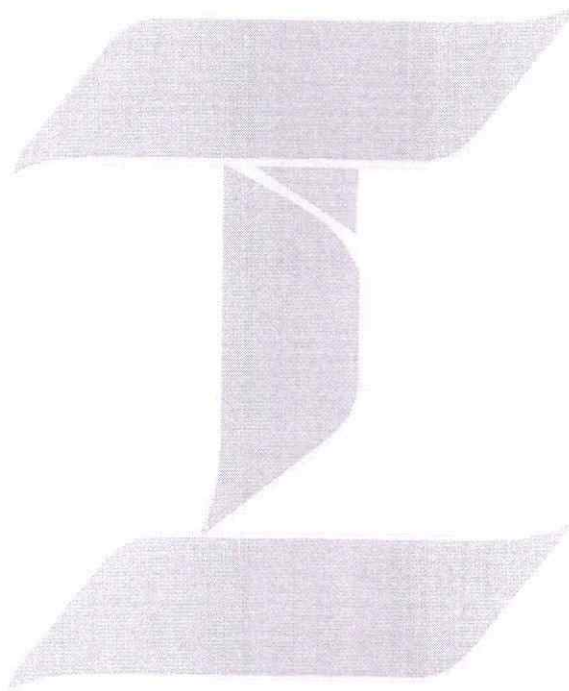
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

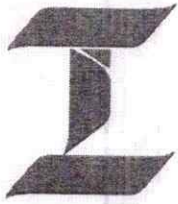
✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

  
Principal  
Vedagewari College of Engineering  
KARIMNAGAR-505 327.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Mr.KANAVENA ANIL

Re: Offer of Employment

DearKANAVENA ANIL,


It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

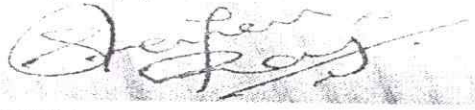
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Vaageswari College of Engineering -  
KARIMNAGAR-505 004

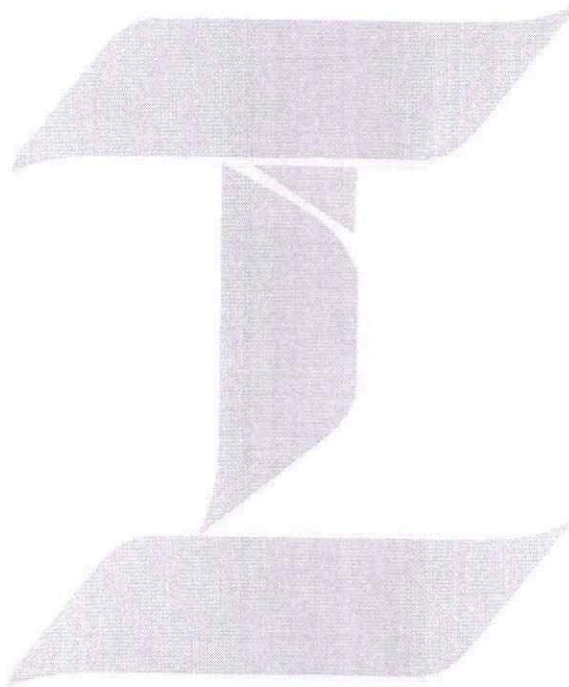
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

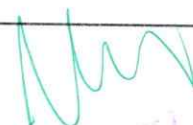
✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

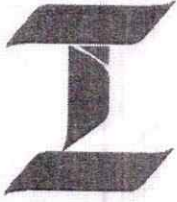
🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)



Principal  
Vardeswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.**PILLI MADHAVI**

Re: Offer of Employment

Dear**PILLI MADHAVI**,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.


**Principal**

Maageswari College of Engineering,

KARIMNAGAR-505 527.

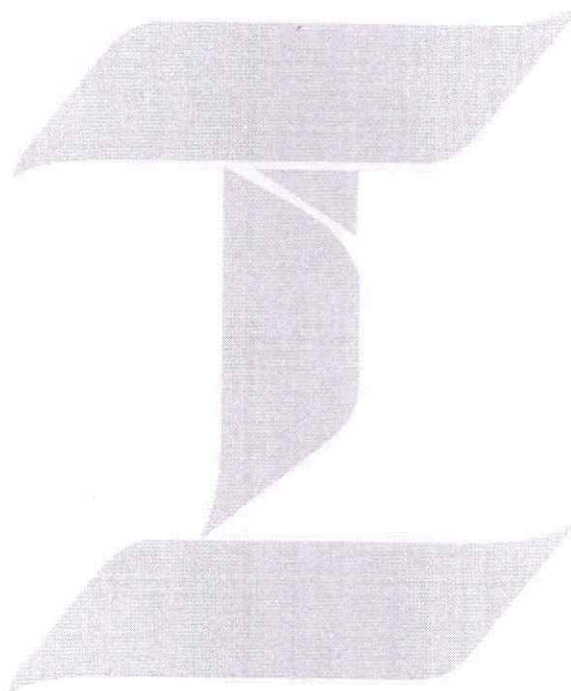
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

Very truly yours,





HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:




CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

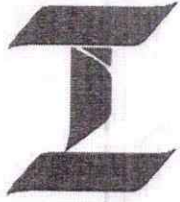
 [www.inclineinventions.com](http://www.inclineinventions.com)

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

  
**Principal**

Pageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.SUBIYATAZEEN

Re: Offer of Employment

Dear SUBIYATAZEEN,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

- (i) acceptance of this written offer of employment via this offer letter;
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- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

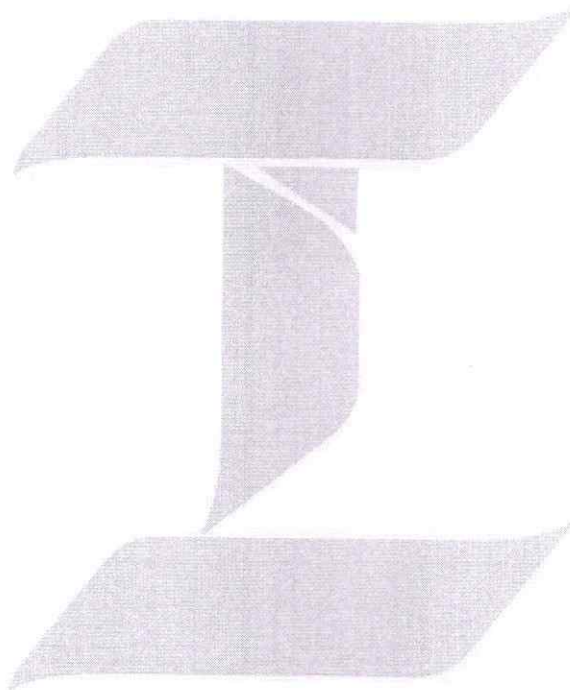
Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:

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CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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

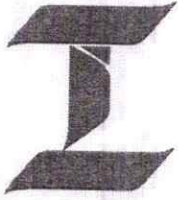
 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

---

  
**Principal**

Jaageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.DOMKONDAWAR VAISHNAVI

Re: Offer of Employment

DearDOMKONDAWAR VAISHNAVI,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

- (i) acceptance of this written offer of employment via this offer letter;
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- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

Principal

Indeswari College of Engineering  
BAGAR-505 527

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

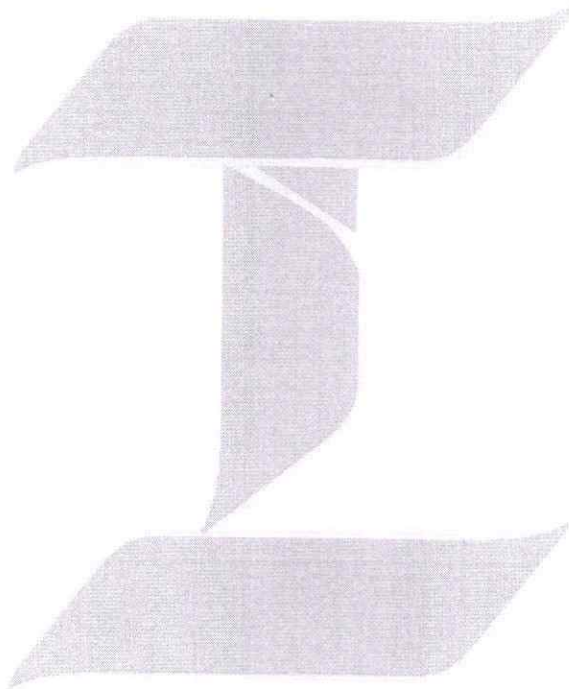
Very truly yours,




HR Manager  
Incline Inventions Pvt. Ltd.


Acceptance of Offer:

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CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

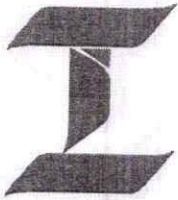
 [www.inclineinventions.com](http://www.inclineinventions.com)

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

---

  
Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Miss.ADEPU SHRAVYA

Re: Offer of Employment

Dear ADEPU SHRAVYA,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

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As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jyotiwan College of Engineering  
Jyotiwan Nagar-505 527.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or [hr@inclineinventions.com](mailto:hr@inclineinventions.com).

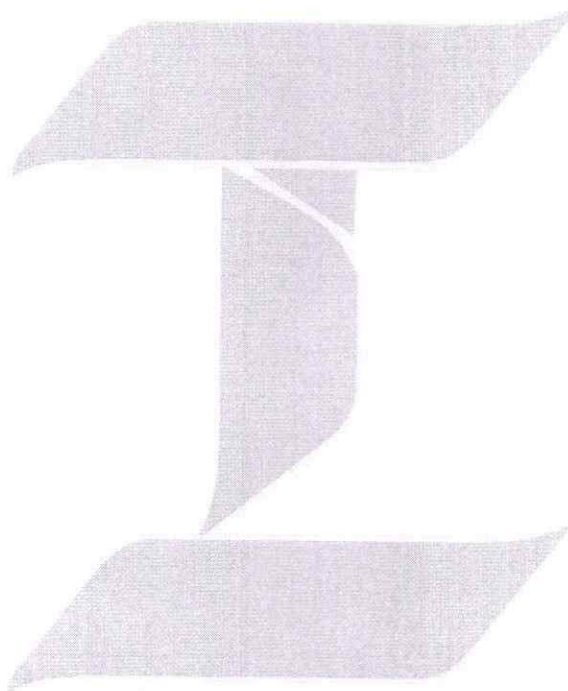
Very truly yours,




HR Manager  
Incline Inventions Pvt. Ltd.


Acceptance of Offer:

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CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)


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

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

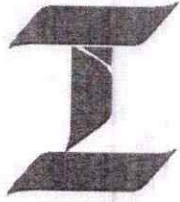
 [www.inclineinventions.com](http://www.inclineinventions.com)

 [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

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Principal  
Vaggeswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Mr.EKKALADEVI VAMSHI

Re: Offer of Employment

DearEKKALADEVI VAMSHI,

It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

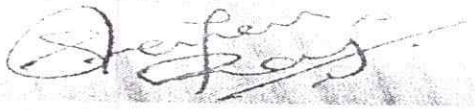
- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Jangaswari College of Engineering  
KARIMNAGAR-505 527.

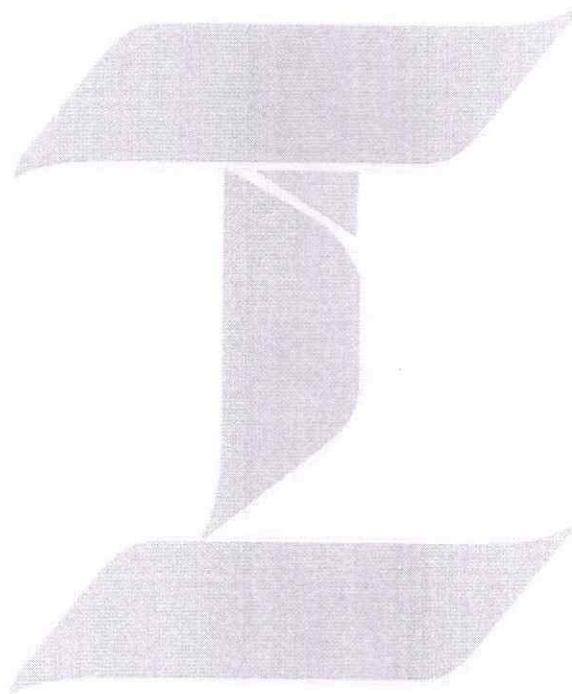
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)


✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

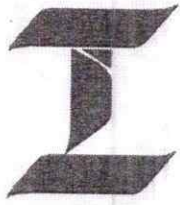
🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





# INCLINE INVENTIONS PVT.LTD.

Testing the Limits of Technology

## OFFER LETTER

12/04/2023

Mr.HANUMANDLA SAI PRASAD REDDY

Re: Offer of Employment

Dear HANUMANDLA SAI PRASAD REDDY,

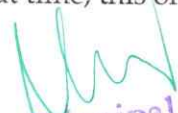
It is a pleasure to extend to you our written offer of employment for the position of Research Engineer at our office in Hyderabad, Telangana. This position will report to Mr. B. Pradeep Kumar, Director. Your base starting salary will be Rs. 26660 per month payable monthly at a gross rate of Rs. 15,079. This position is classified as Regular Full Time salaried position.

You will be eligible for one week (40 hours) paid vacation for the remainder of calendar year 2023 and three weeks (120 hours) paid vacation for calendar year 2023. You will receive three weeks paid vacation each calendar year thereafter until you become eligible for four weeks paid vacation in accordance with Incline Inventions Pvt. Ltd. policies in effect.

While we are seeking to have your employment commence with Incline Inventions Pvt. Ltd. as soon as possible, this offer of employment is contingent upon your:

- (i) acceptance of this written offer of employment via this offer letter;
- (ii) passage of a post offer, pre-employment physical and drug and alcohol screening, which we will schedule for you in the city of current residence as soon as possible following receipt of your acceptance of this written offer of employment;
- (iii) not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iv) your execution of Incline Inventions Pvt. Ltd.'s standard confidentiality agreement; and
- (v) passage of a reasonable background check conducted by Incline Inventions Pvt. Ltd. based on your completion of an employment application and furnishing professional references. You will be an employee "at will" of Incline Inventions Pvt. Ltd.

As a formality we would request that you sign this offer letter below as your acceptance of this offer by 20 July 2023. If we do not receive your written acceptance by that time, this offer is void.

  
Principal  
Vijayeswari College of Engineering  
Vijayeswari, Hyderabad - 500 527.

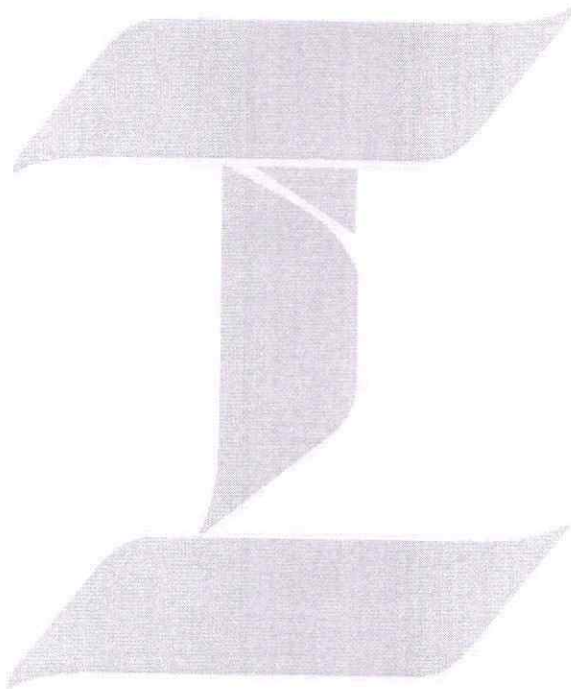
We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact me at 8885388855 or hr@inclineinventions.com.

Very truly yours,



HR Manager  
Incline Inventions Pvt. Ltd.

Acceptance of Offer:



CLOwork, 103, First Floor, New Mark House, Opposite Maxcure Hospital, Hitech City Rd, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)


✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)

🌐 [www.inclineinventions.com](http://www.inclineinventions.com)

✉ [inclineinventions@gmail.com](mailto:inclineinventions@gmail.com)



**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





## Offer Letter

Date: 22-12-2022

Dear ALAKUNTA GANESH

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telanagana 501505, India  
Mobile no: 9989493707

  
**Principal**

Bageswari College of Engineering  
KARIMNAGAR-505 527.



**KARTHAVYA**  
INFRACORPPVT.LTD

**Offer Letter**

Date: 22-12-2022

Dear BHUSARAPU SANJEEV

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.


Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.





### Offer Letter

Date: 22-12-2022

Dear KOLAKANI MAHESH

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

**Principal**  
Jyoti's College of Engineering  
KARIMNAGAR-505 527.



### Offer Letter

Date: 22-12-2022

Dear KUDIKALA SATHWIK

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

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- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

  
**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.





## Offer Letter

Date: 22-12-2022

Dear MOHAMMAD SOHEL KHAN

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

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- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

A handwritten signature in green ink, appearing to be 'N. N.', is written over a purple stamp.

**Principal**  
Jyotsnawari College of Engineering  
KARIMNAGAR-505 527.



## Offer Letter

Date: 22-12-2022

Dear BAIRI. NIHARIKA

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telanagana 501505, India  
Mobile no: 9989493707

  
Principal  
Vageswari College of Engineering,  
KARIMNAGAR-505 527.





## Offer Letter

Date: 22-12-2022

Dear BASA SAI KIRAN

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

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- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.


Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## Offer Letter

Date: 22-12-2022

Dear BHANDARI AKASH

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

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Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.


Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyainfra.com](http://www.karthavyainfra.com)  
[www.karthavyainfra@gmail.com](mailto:www.karthavyainfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

  
**Principal**  
Jaageswari College of Engineering,  
KARIMNAGAR-505 527.





## Offer Letter

Date: 22-12-2022

Dear CHIPPABATHULA HARISH

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- a. **Photocopies of all academic certificates**
- b. **Two recent passport size photographs**
- c. **Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyaininfra.com](http://www.karthavyaininfra.com)  
[www.karthavyaininfra@gmail.com](mailto:www.karthavyaininfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan Nagar Hayathnagar,  
Rangareddy, Telangana 501505, India  
Mobile no: 9989493707

**Principal**  
Jaageswari College of Engineering  
KARIMNAGAR-505 527.



## Offer Letter

Date: 22-12-2022

Dear DESHAVENI PRAMOD KUMAR

We are glad to inform that based on your campus interview, you have been selected with **KARTHAVYA INFRA TECHNOLOGIES PVT.LTD** for 1 month trainee program for the position of **SITE ENGINEER**, which would start from **03-June-2023** in our organization.

We offer placement after successful completion of one month trainee program with our organization. Your performance will be evaluated after the training program, basis on which your salary would be Rs **450000/- per annum**. You are entitled for Travel Allowance and other incentives based on your scope of work. You will be under a probation period of 6 months after which you will be eligible for paid leaves.

At the time of joining the training program you will be required to produce the following documents.

- Photocopies of all academic certificates**
- Two recent passport size photographs**
- Experience certificate (If Any)**

Please indicate your acceptance of the offer by returning a signed and dated copy of this letter.

Sincerely yours,

**HR. Manager**

**KARTHAVYA INFRACORP PVT LTD**Signature of the candidate

[www.karthavyaininfra.com](http://www.karthavyaininfra.com)  
[www.karthavyaininfra@gmail.com](mailto:www.karthavyaininfra@gmail.com)

Reg Office: H. No 4-11-52/37,  
Ramakrishnan NagarHayathnagar,  
Rangareddy,Telanagana 501505.India  
Mobile no: 9989493707

**Principal**  
Jaageswari College of Engineering  
KARIMNAGAR-505 527.





## Intent to offer employment

Date:04.03.2023

Dear NAKATI SUSMITHA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000**(On completion of one year from the date of joining)
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:**2years

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per company name hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

We eagerly look forward to welcome you at company name

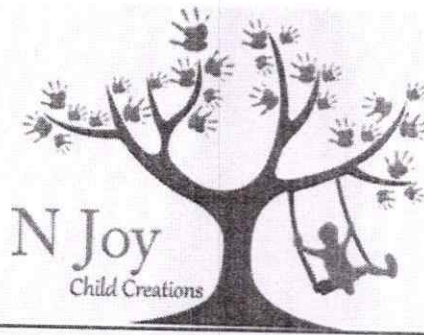
***PS: This Offer stands cancelled in case of any discrepancy found During the Background Verification or based on Academic credentials.***

Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.



# Intent to offer employment

Date: 04.03.2023

Dear PADIGELA SUSMITHA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000**(On completion of one year from the date of joining)
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:2years**

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

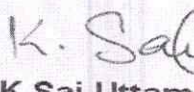
- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per company name hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

We eagerly look forward to welcome you at company name

**PS: This Offer stands cancelled in case of any discrepancy found During the Background Verification or based on Academic credentials.**

*Yours Sincerely,*

  
**K Sai Uttam**

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B.COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

  
**Principal**  
'aageswari College of Engineering  
KARIMNAGAR-505 527.





# Intent to offer employment

Date: 04.03.2023

Dear PINIKASI SAICHANDANA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000(On completion of one year from the date of joining)**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement:2years**

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

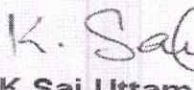
- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per company name hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

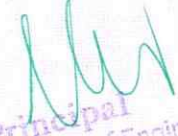
We eagerly look forward to welcome you at company name

**PS: This Offer stands cancelled in case of any discrepancy found During the Background Verification or based on Academic credentials.**

*Yours Sincerely,*

  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyaranipura (Post)  
BANGALORE

  
**Principal**  
Vaageswari College of Engineering  
KARTIMNAGAR-505 527.



# Intent to offer employment

Date: 04.03.2023

Dear SAINI ASHWINI,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000**(On completion of one year from the date of joining)
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:**2years

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

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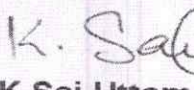
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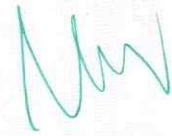
We eagerly look forward to welcome you at company name

**PS: This Offer stands cancelled in case of any discrepancy found During the Background Verification or based on Academic credentials.**

*Yours Sincerely,*

  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

  
Principal  
Vaageswari College of Engineering  
KARTMNAGAR-505 527.





## Intent to offer employment

Date: 04.03.2023

Dear SARDAR INDRAJEETH KOUR,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

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We eagerly look forward to welcome you at company name

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal  
Varghese College of Engineering  
KARIMNAGAR-985 527.



# Intent to offer employment

Date: 04.03.2023

Dear THALLA AKSHITHA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000(On completion of one year from the date of joining)**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement:2years**

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, SB COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

  
**Principal**  
Jageswari College of Engineering,  
KARIMNAGAR-505 527.





# Intent to offer employment

Date: 04.03.2023

Dear PADAM SRUJANA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal

/aageswari College of Engineering  
KARIMNAGAR-505 527.



## Intent to offer employment

Date: 04.03.2023

Dear POKALA SAI THARUN,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

  
**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 527.





# Intent to offer employment

Date: 04.03.2023

Dear RAMPELly ROSHINI,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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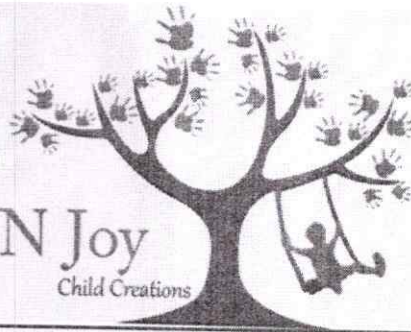
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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE - 560097

Principal  
Sri Suresh College of Engineering  
KARIMNAGAR-505 527.



## Intent to offer employment

Date: 04.03.2023

Dear S MALKEET SINGH,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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We eagerly look forward to welcome you at company name

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal

Beswari College of Engineering  
KARIMNAGAR-505 527.





## Intent to offer employment

Date: 04.03.2023

Dear SOLEWAR HANISHA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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We eagerly look forward to welcome you at company name

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B.COMPLEX  
Near Sambaram College,  
M.S.PALYA, Vidyanipura (Post)  
BANGALORE

Principal  
Jageswari College of Engineering  
KARIMNAGAR-595 527.



# Intent to offer employment

Date: 04.03.2023

Dear KUSA KEERTHI,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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*Yours Sincerely,*

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

*[Signature]*  
**Principal**  
Jogeswari College of Engineering  
KARIMNAGAR 505 327.





# Intent to offer employment

Date: 04.03.2023

Dear MUTHYAMPELL I SHRUTHI,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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We eagerly look forward to welcome you at company name

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*Yours Sincerely,*

K. Sai Uttam

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# 2, 1<sup>st</sup> Floor, S.B. COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.



# Intent to offer employment

Date: 04.03.2023

Dear NERELLA KAVYA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

*[Signature]*  
**Principal**  
Jyoti College of Engineering  
KARIMNAGAR-505 527





# Intent to offer employment

Date: 04.03.2023

Dear PENCHALA SAI VISHWAK RAO,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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Yours Sincerely,

  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyaranipura (Post)  
BANGALORE

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## Intent to offer employment

Date: 04.03.2023

Dear PITTALA SRAVANI,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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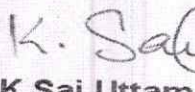
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K Sai Uttam

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Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.





## Intent to offer employment

Date: 04.03.2023

Dear CHINTHAPOOLA SAIKUMAR,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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We eagerly look forward to welcome you at company name

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Yours Sincerely,

  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX,  
Near Sambaram College,  
M.S. PALYA, Vidyaranipura (Post)  
BANGALORE

  
**Principal**  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.



# Intent to offer employment

Date: 04.03.2023

Dear DEVASANI SAI THARUN,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

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Near Sambaram College,  
M.S.PALYA, Vidyanipura (Post)  
BANGALORE

  
Principal  
Jyoti College of Engineering  
KARTMAGAN-505 527





## Intent to offer employment

Date: 04.03.2023

Dear ERAVELLI RAJKUMAR,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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K. Sai Uttam  
K Sai Uttam

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Near Sambaram College,  
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BANGALORE

Principal  
Vaggeswari College of Engineering  
KARTIMNAGAR-505 527.



# Intent to offer employment

Date: 04.03.2023

Dear GADAVENA CHARANVAS,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B.COMPLEX,  
Near Sambaram College,  
M.S.PALYA, Vidyananipura (Post)  
BANGALORE

  
**Principal**  
Jeswari College of Engineering  
KARIMNAGAR-505 527.





## Intent to offer employment

Date: 04.03.2023

Dear GOGULAKONDA SAI SHIVA,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

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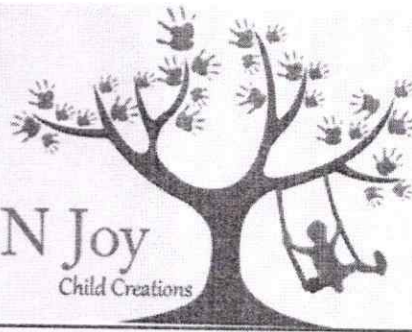
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Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

N JOY CHILD CREATIONS  
# 2, 1<sup>st</sup> Floor, S.B. COMPLEX  
Near Sambaram College,  
M.S. PALYA, Vidyanipura (Post)  
BANGALORE

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527



# Intent to offer employment

Date: 04.03.2023

Dear GUVVA AJAY,

**Congratulation son yours election with N Joy Child Creations** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of **TRAINEE SOFTWARE ENGINEER**.

- **Total Cost to Company(TCTC):6.5LPA**
- **One-time Retention Bonus :INR 35000**(On completion of one year from the date of joining)
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:2years**

You will be entitled to allowances and other benefits as per company name Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per company name hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.


We eagerly look forward to welcome you at company name

**PS: This Offer stands cancelled in case of any discrepancy found During the Background Verification or based on Academic credentials.**

Yours Sincerely,

K. Sai Uttam  
K Sai Uttam

**N JOY CHILD CREATIONS**  
# 2, 1<sup>st</sup> Floor, S.B.COMPLEX  
Near Sambaram College,  
M.S.PALYA, Vidyanipura (Post)  
BANGALORE

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: GULLA RAMYA

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000** /-PA.
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: KANAVERA ANIL

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish Gollapalli".

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Principal".

**Principal**  
Vageshwari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: **PILLI MADHAVI**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "N. V.", written over a horizontal line.

Principal  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: SUBIYATAZEEN

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Vagesh", written over a horizontal line.

Vageshwar College of Engineering  
KARIMNAGAR-4305527.





Date: 03/12/2022

## Offer Letter

Name: **DOMKONDAWAR VAISHNAVI**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
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- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "N. V.", written over a horizontal line.

**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: ADEPU SHRAVYA

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
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- All the Employees have to intimate one month prior notice period while leaving the company.

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All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Shirish", written over a horizontal line.

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: **EKKALADEVI VAMSHI**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink is written over a purple rectangular stamp. The stamp contains the text "Principal", "Vageshwari College of Engineering", and "KARIMNAGAR-505 527." in a stylized font.

Principal  
Vageshwari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: **HANUMANDLA SAI PRASAD REDDY**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
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- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Alw", written over a horizontal line.

Principal  
Vageswari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: **KOTTE SUJEETH**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
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We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish Gollapalli".

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Principal".

Principal  
Vageshwari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: **POCHAMPALLI RAJU**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
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All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a faint circular stamp.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "A. W.", written over a circular stamp.

**Principal**  
Vageswari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: JANGA LAXMINIVAS REDDY

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
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- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a faint circular stamp.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "K. V.", written over a circular stamp.

Principal  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: MAZIA YAMEEN

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
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All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Mw", written over a horizontal line.

Principal  
Vageswari College of Engineering  
KARIMNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: DOPPALA GAJALA

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000** /-PA.
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "K. N.", written over a horizontal line.

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: SHANAGONDA AMULYA

College: VAGESHWARI COLLEGE OF ENGINEERING

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000** /-PA.
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Amulya", written over a horizontal line.

Principal  
Vageshwari College of Engineering  
DILSUKHNAGAR-505 527.





Date: 03/12/2022

## Offer Letter

Name: **VODNALA KARTHIK**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup>Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one month prior notice period while leaving the company.

We Request you to submit the photo copies of your Educational certificates, 3 recent passport size photographs, Passport, Relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a horizontal line.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "Nar", written over a horizontal line.

Principal  
Vageswari College of Engineering  
KARIMNAGAR-505 527.



Date: 03/12/2022

## Offer Letter

Name: **MARGAM MANEESHA**

College: **VAGESHWARI COLLEGE OF ENGINEERING**

Position: Intern -Software Trainee

We are pleased to welcome you as part of our company Pike Solutions, Dilsukhnagar, Hyderabad, further to the Interview & Discussion we had, we take you on board as Software Trainee.

- Your initial posting will be at Hyderabad and you will be on probation for 6 months.
- After completion of Successful completion of probation salary shall be up to **Rs. 380000 /-PA.**
- Shall receive the salary on the 5<sup>th</sup> or 10<sup>th</sup> Day of every month.
- Working hours start from 09:30AM to 05:30PM IST with one hour break a day and you are scheduled to work from Monday to Friday.
- As a part of Pike Solutions, All the employees have to be on roles with us for a minimum period of 1year.
- All the Employees have to intimate one-month prior notice period while leaving the company.

We Request you to submit the photo copies of your educational certificates, 3 recent passport size photographs, Passport, relieving documents and last withdrawal salary slip (if any) with a copy of each on the date of joining.

All the Employees should clear the OCJP certification and .NET certification by Microsoft.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "Shirdish", written over a faint red circular stamp.

For PIKE SOLUTIONS  
Shirdish Gollapalli  
Technical Director  
Hyderabad

A handwritten signature in green ink, appearing to read "N. V.", written over a purple circular stamp.

Principal  
Vageshwari College of Engineering  
KARIMNAGAR-505 027.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear PONAGANTI VISHNUVARDHAN

**Subject:-Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **TRAINEE ENGINEER** with **SLV GROUP** your place of training will be at **Tirupati**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Tirupati**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10<sup>th</sup>, 12<sup>th</sup> and Graduation along with mark sheet.
3. ID Proof (Voter ID/Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

Principal  
Jageswari College of Engineering  
KARIMNAGAR-505 001.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear PANJA BHARGAVI

**Subject:-Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **TRAINEE ENGINEER** with **SLV GROUP** your place of training will be at **Tirupati**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

Principal  
Sri Lakshmi College of Engineering  
KARIMNAGAR-505 027.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear MADISHETTY SRUJAN

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Vaageswari College of Engineering  
KARIMNAGAR-595 327.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

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Sincerely,

  
HR Manager

  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear PADALA SHARATH CHANDRA

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Principal  
Sri Jagadgurur College of Engineering  
KARIMNAGAR-505 527.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear POTHARAVENI SHRAVANI

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Sri Lakshmi College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear RATE KANAKALAXMI

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-585 527

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

DearSULTHAN SHIVA SAI

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Principal  
Vaageswari College of Engineering  
KARIMNAGAR-593 334



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear THOUTU PAVAN

**Subject:-Conditional LOI**

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HR Manager



Principal  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony,  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear YAMSANI SHIVA RAMA KRISHNA

**Subject:-Conditional LOI**

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Vaageswari College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony,  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear PUDARI RUCHITHA GOUD

**Subject:-Conditional LOI**

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HR Manager

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 027.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear ROUTHU ANUSAI

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HR Manager

Principal  
Sageswari College of Engineering  
KARIMNAGAR-505 027.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear SAMMETA DEEPAK

**Subject:-Conditional LOI**

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HR Manager

Principal  
Jyotswani College of Engineering  
KARIMNAGAR-505 327.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear SUNCHU AKHILA

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

Principal  
Sri Jagadamba College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear THANGALLAPE LLI SANDEEP KUMAR

**Subject:-Conditional LOI**

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HR Manager

Principal  
Vaageswari College of Engineering,  
KARIMNAGAR-505 527.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear VELISHALA RAVITEJA

**Subject:-Conditional LOI**

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Sincerely,

HR Manager

**Principal**  
Sri Lakshmi College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear KANDULA YASHWANTH

**Subject:-Conditional LOI**

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5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear ANKALAPU PRASHANTH

**Subject:-Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **TRAINEE ENGINEER** with **SLV GROUP** your place of training will be at **Tirupati**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Tirupati**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10<sup>th</sup>, 12<sup>th</sup> and Graduation along with mark sheet.
3. ID Proof (Voter ID/Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

Principal  
Sri Lakshmi College of Engineering  
KARIMNAGAR-505 527.



PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear BATTHULA RAVALI

**Subject:-Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **TRAINEE ENGINEER** with **SLV GROUP** your place of training will be at **Tirupati**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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3. ID Proof (Voter ID/Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-431 007

PAN: ACXFS7730G

TIN: 37623718768

S.Tax No: ACXFS7730GSD001



6-9-1319A, APHB Colony  
K.T.Road, Tirupati.

Date:-12.03.2023

Dear CHIGURLA SAGAR

**Subject:-Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **TRAINEE ENGINEER** with **SLV GROUP** your place of training will be at **Tirupati**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Tirupati**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India.

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3. ID Proof (Voter ID/Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **480000** per annum as salary amount and working as **TRAINEE ENGINEER**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective. The training will commence on **19.08.2023** your final assessment dates from the client will be inform you during the training period.

Sincerely,

HR Manager

Principal  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.





## Sriharsha Constructions

---

To,

**ETTAVENI VAMSHI KRISHNA**

**Date:06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITEENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!

We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone:** 040 2373 6071

---

  
**Principal**  
Sriharsha Constructions  
KARIMNAGAR-505 527.



## Sriharsha Constructions

---

To,

**GANGARAPU POOJITHA**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

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We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone:** 040 2373 6071

**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.





## Sriharsha Constructions

---

To,

**KANDI SUPRIYA**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!

We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone: 040 2373 6071**

---

  
**Principal**  
Vaageswari College of Engineering  
KARIMNAGAR-505 527.



## Sriharsha Constructions

---

To,

**MOHD YASIR ALI**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!


We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073  
**Phone: 040 2373 6071**

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**Principal**  
Sriharsha College of Engineering  
KARIMNAGAR-505 527.





## Sriharsha Constructions

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To,

**POLASA RAJESH MANI**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!

We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073  
**Phone: 040 2373 6071**

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*Principal*  
Agneswari College of Engineering  
KARIMNAGAR-505 527.



## Sriharsha Constructions

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To,

**YASADA SAISHIVARAM**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

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We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone:** 040 2373 6071

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**Principal**  
Bageswari College of Engineering  
KARIMNAGAR-505 527.





## Sriharsha Constructions

---

To,

**KODATI SAM**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!

We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone:** 040 2373 6071

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**Principal**  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.



## Sriharsha Constructions

---

To,

**MERAJ AHMED KHAN**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

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Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

Phone: 040 2373 6071

  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.





## Sriharsha Constructions

---

To,

**RACHARLA SOWMYA**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

We take the privilege to inform you that your employment will start from 1<sup>st</sup> However, the expected date of joining decided by the company is liable to change upon the request of the employee. The benefits and salaries offered to you shall be discussed in our next meeting. Our company's rules and regulations will be made familiar to you during the meeting. Please revert with a return replay via email confirming your acceptance for this offer. Looking forward to have you on board as part of our team!

We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.


Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073

**Phone:** 040 2373 6071

---

  
**Principal**  
Jageswari College of Engineering  
KARIMNAGAR-505 527.



## Sriharsha Constructions

---

To,

**VODNALA SRAVANTHI**

**Date: 06-02-2023**

Subject: Letter of intent to hire

Dear,

The purpose of this letter is to inform you that your candidature has been selected for the position of the ASSISTANT SITE ENGINEER in our company, SRIHARSHA CONSTRUCTIONS. We are excited to have you as a part of our team. As you know, the interview was conducted across many candidates and there were many rounds allocated. The selection procedure took some time because it was hard for us to choose the best amongst so many deserving candidates.

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We offer salary of **500000/- p.a.**, after three months will revise salary will give increment as per your performance.

Sincerely Your

HR Manager

8-3-940, Flat No 202, Tirumulashah Residency, Ameerpet, Hyderabad, Telangana 500073  
**Phone: 040 2373 6071**

---

  
**Principal**  
Jeswari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. YELUKA PRIYANKA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear YELUKA PRIYANKA,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst at Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Sri Lakshmi College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. BAKARAPU SANDHYA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear BAKARAPU SANDHYA,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst at Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Jagadishwari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. BANDI SWATHI,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear BANDI SWATHI,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst at Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Sri Suresh College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

**Miss. CHINNABODDU RAMYA,**  
Hyderabad (Ts) - 500010

**Subject: Offer of Appointment**

Dear CHINNABODDU RAMYA,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jyoti College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. JALA SRICHANDANA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear JALA SRICHANDANA,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst at Uber** with package of **4.0 LPA.**

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023.**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Govari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. KATKAM SHRAVANI,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear KATKAM SHRAVANI,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst at Uber** with package of **4.0 LPA.**

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023.**

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Jageswari College of Engineering  
KARIMNAGAR, MS-431007.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. KUKKALA VENNALA RANI,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear KUKKALA VENNALA RANI,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Principal  
Jaageswari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. SYEDA SUMAYYA AFREEN,  
Hyderabad (Ts) - 500010

**Subject: Offer of Appointment**

Dear SYEDA SUMAYYA AFREEN,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Sri Swari College of Engineering  
ARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. UZMA SULTANA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear UZMA SULTANA,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at Uber with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
ageswari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

**Miss. MAKKALA KRISHNAVENI,**  
Hyderabad (Ts) - 500010

**Subject: Offer of Appointment**

Dear **MAKKALA KRISHNAVENI,**

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jyotswari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Mr. MOHD SHOAIB,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear MOHD SHOAIB,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Sri Vaswari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. SIRIPURAM SONY,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear SIRIPURAM SONY,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jaswari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. MD SONALI,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear MD SONALI,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Agaswari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. MUDAVAT SWAPNA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear MUDAVAT SWAPNA,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Seswari College of Engineering -  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. POTHUGANTI ARCHANA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear POTHUGANTI ARCHANA,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Jeswari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. SAPA AMULYA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear SAPA AMULYA,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Principal**  
Swari College of Engineering  
KARIMNAGAR-505 527.





## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Miss. THIPPABATHINI ANUSHA,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear THIPPABATHINI ANUSHA,

It is our pleasure to welcome you to Uber.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

  
**Principal**  
Jeswari College of Engineering  
KARIMNAGAR-505 527.



## APPOINTMENT LETTER

Ref: U/2023/REF/5787

28-Jan-2023

Mr. USKAMALLA RAJU,  
Hyderabad (Ts) - 500010

Subject: Offer of Appointment

Dear USKAMALLA RAJU,

It is our pleasure to welcome you to **Uber**.

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Technical Analyst** at **Uber** with package of **4.0 LPA**.

It is a time of transformation for us, under the direction of new leadership. In our new journey, learn ability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

Your scheduled date of employment with us will be **June 25, 2023**.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

G. Rajendra,  
Recruitment Manager,  
Uber,  
Hyderabad.

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

  
**Principal**

Geeswari College of Engineering  
KARIMNAGAR-505 527.