



Gokaraju Rangaraju Institute of Engineering & Technology

(AUTONOMOUS)

Computer Science and Engineering

A.Y 2021-2022 Placements Students List and Offer Letters

S.No.	Name of the Student Placed	Enrollment Number	Name of the Employer	Appointment letter Reference no.with Date
1	Jangili Ashok	18241A0514	Accenture Advanced ASE	C10988714,27/APR/2022
2	K Martha Grace	18241A0515	Accenture Advanced ASE	C10938646,28/MAR/2022
3	Kokku Sai Anoushka	18241A0521	Accenture Advanced ASE	C10988715,27/APR/2022
4	Melingi Shiny	18241A0532	Accenture Advanced ASE	C10988717,27/APR/2022
5	Fazilath Maheen	18241A0574	Accenture Advanced ASE	C10988721,27/APR/2022
6	Mohammed Aftab Ahmed	18241A0596	Accenture Advanced ASE	27-Apr-22
7	Bellamkonda Lakshmi Priya	18241A05C4	Accenture Advanced ASE	C10988726,27/APR/2022
8	Chintalacheruvu Hemasree	18241A05C9	Accenture Advanced ASE	C10988727,27/APR/2022
9	Jupally Sandeep Kumar	18241A05E2	Accenture Advanced ASE	C10988728,27/APR/2022
10	Kondakalla Smitha Reddy	18241A05F0	Accenture Advanced ASE	C10988729,27/APR/2022
11	Y Tagore Ashish	18241A05H9	Accenture Advanced ASE	27-Apr-22
12	M Ananya Varma	18241A05L4	Accenture Advanced ASE	C10988734,27/APR/2022
13	Vandana Yalla	18241A05N8	Accenture Advanced ASE	C10988735,27/APR/2022
14	Prithvi Sriman Maddukuri	18241A05Q5	Accenture Advanced ASE	C11028414,27/APR/2022
15	Mulagondla Mrunhaalhini Reddy	18241A05R0	Accenture Advanced ASE	C10988736,27/APR/2022
16	Patham Greeshma	18241A05R6	Accenture Advanced ASE	C10988738,27/APR/2022
17	Pavitra Amaranayani	18241A05R7	Accenture Advanced ASE	C10988740,27/APR/2022
18	Rachamalla Suraj Goud	18241A05S4	Accenture Advanced ASE	27-Apr-22
19	Toram Anika Pranavi	18241A05T5	Accenture Advanced ASE	C10988741,27/APR/2022
20	Bachu Avilash	19245A0516	Accenture Advanced ASE	C10988761,27/APR/2022
21	PVS Karthikeya	17241A05S4	Accenture ASE	27-Apr-22
22	M Sai Kiran	18241A0527	Accenture ASE	27-Apr-22
23	Mamidi Aravind Reddy	18241A0528	Accenture ASE	27-Apr-22
24	Manuka Varun Teja	18241A0529	Accenture ASE	C10939619,29/MAR/2022
25	Maram Sai Kumar Reddy	18241A0530	Accenture ASE	C10974751,30/APR/2022
26	Mudedla Rahul	18241A0533	Accenture ASE	29-Mar-22
27	Pratapagiri Sarath Chandra	18241A0542	Accenture ASE	C10939620,29/MAR/2022
28	Sravya Kanchireddy	18241A0552	Accenture ASE	C10939623,29/MAR/2022
29	Aramadaka Priyanka	18241A0565	Accenture ASE	C10939624,29/MAR/2022
30	Challagulla Yoshitha	18241A0569	Accenture ASE	C10939634,29/MAR/2022
31	Chitti Sawini Reddy	18241A0570	Accenture ASE	C10939638,29/MAR/2022
32	Kakarla Meghana	18241A0580	Accenture ASE	C10939627,29/MAR/2022
33	Mucherla Keerthana Reddy	18241A0591	Accenture ASE	29-Mar-22
34	Shriya Manda	18241A05B1	Accenture ASE	29-Mar-22
35	mbadipudi Venkata Lalitha Lavan	18241A05C2	Accenture ASE	C10939646,29/MAR/2022
36	evarakonda V.H.N.S.Tarun Chan	18241A05D1	Accenture ASE	C10988738,27/APR/2022
37	Mungara Beulah	18241A05F8	Accenture ASE	C10939647,29/MAR/2022
38	Pittala Pruthvi Raj	18241A05G4	Accenture ASE	C10939654,29/MAR/2022
39	P Roshini Guptha	18241A05M2	Accenture ASE	29-Mar-22
40	Peguda Jashwanth	18241A05M3	Accenture ASE	27-Apr-22
41	Salunke Savitha	18241A05M9	Accenture ASE	C10,27/APR/2022

42	Vaishnavi G	18241A05N7	Accenture ASE	C10939659,29/MAR/2022
43	Vemulapati Hema Chandana	18241A05O0	Accenture ASE	29-Mar-22
44	Gulapally Pandari	18241A05P6	Accenture ASE	27-Apr-22
45	Remella Abhiram	18241A05S5	Accenture ASE	29-Mar-22
46	Gannavaram Shiva Keshava	18241A05V5	Accenture ASE	4/27/2022
47	Srineeth Kumar Ineni	18241A05W1	Accenture ASE	27-Apr-22
48	Konda Keerthi	18241A05W5	Accenture ASE	27-Apr-22
49	Kagitha Bhavyasree	18241A05W6	Accenture ASE	27-Apr-22
50	Narabathoju Srikanth	18241A05X5	Accenture ASE	29-Mar-22
51	Pulaparthi Sai Padmini	18241A05Y0	Accenture ASE	29-Mar-22
52	Sannapu Aneesh Reddy	18241A05Y5	Accenture ASE	29-Mar-22
53	Seetha Venkat Dinesh	18241A05Y8	Accenture ASE	29-Mar-22
54	Sure Sai Reshma	18241A05Z3	Accenture ASE	29-Mar-22
55	Dasari Ravi Teja	19245A0510	Accenture ASE	C10939744,29/MAR/2022
56	Devadurgam Sravani	19245A0515	Accenture ASE	C10938646,28/MAR/2022
57	Chippa Sowmya	19245A0532	Accenture ASE	C10939751,29/MAR/2022
58	Injamoor Prashanth	18241A0578	ACS Solutions	7-Oct-21
59	Kasthuri Vishnupreetham	18241A0586	ACS Solutions	7-Oct-21
60	Edla Ganesh	18241A05D3	ACS Solutions	7-Oct-21
61	Yalagandula Sai Kiran	18241A05I0	ACS Solutions	7-Oct-21
62	B Sai Sahithi	18241A05I6	ACS Solutions	7-Oct-21
63	Mitlamalla Nikhil	18241A05Q6	ACS Solutions	7-Oct-21
64	Gangadharan Tarun Shivaraman	18241A05V4	ACS Solutions	7-Oct-21
65	Tudi Jayadeep Reddy	18241A05Z4	ACS Solutions	7-Oct-21
66	Sakinala Shiva Sai	19245A0518	ACS Solutions	7-Oct-21
67	Sai Naga Pavan Gandhi Thanneer	18241A05A9	Airtel	25/3/2022
68	Teki Teja Haravind	18241A05B5	Airtel	25/3/2022
69	Ayenugula Harshitha	18241A05I5	Airtel	28/03/2022
70	Porandla Srinivas	18241A0540	Amazon SDE	31-Jan-22
71	Velagala Akash	18241A0557	Amazon SDE	11-Jul-22
72	Vengala Akshit	18241A05C0	Amazon SDE	31-Jan-22
73	Donghisharpu Vinuthna	18241A05D2	Amazon SDE	31-Jan-22
74	Gurujala Sainath Goud	18241A05V9	Amazon SDE	31-Jan-22
75	Krishnam Naidu S	18241A05X0	Amazon SDE	31-Jan-22
76	Ponnekanti Gowtham Sai	18241A05X9	Amazon SDE	31-Jan-22
77	Puppala Preshitha	18241A05Y2	Amazon SDE	31-Jan-22
78	Konda Harika	18241A0587	applaud Solutions	9-Dec-21
79	Rathod Ajay Kumar	19245A0505	apps associates	AA/OL/0153/070622
80	Gurrani Vasavi	18241A05D8	Global Software Technologies	TN/56125/2022,CID:5929469,14/05/2022
81	Cherukula Pavan Kumar	19245A0517	Broadridge	15-Sep-22
82	Myakala Nagaraju	17241A0536	Capgemini	1285692
83	Gaddam Sai Upendra Reddy	18241A0510	Capgemini	1285369
84	Kanneboyina Suswara Tarang	18241A0518	Capgemini	1159368
85	Ravuri Praneeth	18241A0546	Capgemini	1100897
86	Saranu Sri Neha	18241A0547	Capgemini	1254388
87	Vemulapalli Sai Pratheek	18241A0558	Capgemini	1258647
88	Inampudi Devashish	18241A05D9	Capgemini	1235896
89	Konda Srinivasa Nihal	18241A05E9	Capgemini	1247896
90	Kunchakuri Harshitha	18241A05F3	Capgemini	1087345
91	Preetham Karra	18241A05G5	Capgemini	1144283

92	Aleti Ajay Reddy	18241A05I1	Capgemini	1124578
93	Bokka Sruthila	18241A05J2	Capgemini	1137157
94	Chirra Sai Saketh Reddy	18241A05J3	Capgemini	1125896
95	Giddi Shravya	18241A05J9	Capgemini	1161054
96	Kamishetty Rahul	18241A05K4	Capgemini	1457896
97	Katanguru Shreya Reddy	18241A05K7	Capgemini	1220017
98	Potukuchi Sreeram Aditya	18241A05M5	Capgemini	1253078
99	Veeravalli Karthik	18241A05N9	Capgemini	1425633
100	mbadipudi Venkata Surya Saran	18241A05O1	Capgemini	1140753
101	Kammari Sai Teja	18241A05W7	Capgemini	1125086
102	Shankerannolla John Kennedy	18241A05Y9	Capgemini	1147896
103	Sunnam Saikiran Mansa	18241A05Z2	Capgemini	1272597
104	Palle Bhavani	19245A0535	Capgemini	1088749
105	Baddam Akshay Reddy	18241A0506	Capgemini Digital	1144238
106	Kaluvala Sai Pratheeka	18241A0517	Capgemini Digital	1137629
107	Kompelly Sreeja	18241A0522	Capgemini Digital	1136628
108	Telugu Akila	18241A0555	Capgemini Digital	1136637
109	Akurathi Aravinda	18241A0561	Capgemini Digital	1144416
110	Reyya Sandhya	18241A05G7	Capgemini Digital	1142586
111	Ayila Eesha	18241A05O5	Capgemini Digital	1142843
112	Jilla Srujan	18241A05P7	Capgemini Digital	1144095
113	Kandukuri Sai Srujan	18241A05P8	Capgemini Digital	1132933
114	Karlapati Prathyusha	18241A05P9	Capgemini Digital	1096610
115	Peddi Srikar	18241A05R8	Capgemini Digital	1025869
116	Alli Vishnu	19245A0514	Capgemini Digital	1045376
117	Katari Srilakshmi Vardini	18241A05K8	CISCO	1088130
118	B Niranjana Nitish Varma	18241A05O6	CISCO	1175934
119	B Aashish Chandra	19245A0521	CISCO	528517
120	Govindula Rohit Sujay	18241A0512	COGNIZANT GEN C	18-Mar-22
121	Goda Sai Vimal	18241A05D6	COGNIZANT GEN C	18-Mar-22
122	Manda Anjali	18241A05F6	COGNIZANT GEN C	18-Mar-22
123	K Milind	18241A05K3	Cognizant Gen C	18-Mar-22
124	Musku Akash Reddy	18241A05R2	Cognizant Gen C	18-Mar-22
125	Sudeepthi Devasari	18241A05T2	Cognizant GenC	2460393,18/MAR/2022
126	Modala Shiva Sankar	18241A0595	Cognizant GenC Elevate	19638526,9/MAR/2022
127	Banoth Kiranmai	18241A05U5	Cognizant GenC Elevate	1129280,2/NOV/2021
128	Yelloju Anand	19245A0501	Cognizant GenC Elevate	7-Jan-22
129	Kalvakuntla Vignesh	18241A0581	Cognizant GenC Next	19781924,23/APR/2022
130	Sadanaboina Vikitha	18241A05A7	Cognizant GenC Next	19783077,14/APR/2022
131	Shaik Vaheed	18241A05G9	Cognizant GenC Next	19782572,13/APR/2022
132	N Sai Sreeram	18241A0534	Cognizant GenC	12-Jan-22
133	Pothukanuri Jaahnavi	18241A0541	Cognizant GenC	12-Jan-22
134	Gedela Chaitanya Priya	18241A0576	Cognizant GenC	10-Apr-22
135	Mudunuri Alekhya	18241A0597	Cognizant GenC	20-Apr-22
136	Rapolu Reethika	18241A05A5	Cognizant GenC	10-Apr-22
137	Talakanti Tarun Reddy	18241A05B4	Cognizant GenC	12-Jan-22
138	Vanamala Daniel	18241A05B9	Cognizant GenC	19718768,10/APR/2022
139	Cherukuri Gnaneshwari	18241A05C8	Cognizant GenC	19718915,20/APR/2022
140	Konda Saketh Kumar	18241A05E3	Cognizant GenC	19928154,28/JAN/2022
141	halamanchi Sai Sree Krishna Reddy	18241A05H3	Cognizant GenC	19718832 ,13/APR/2022

142	Thanay Metta	18241A05H4	Cognizant GenC	19928155,15/APR/2022
143	Peetala Divya Sree	18241A05R9	Cognizant GenC	1136896,2/NOV/2021
144	Dedeepya Chittireddy	18241A05V0	Cognizant GenC	10-Apr-22
145	Garikedi Karthik	18241A05V6	Cognizant GenC	19934906,11/FEB/2022
146	Misbah Sultana	18241A05X3	Cognizant GenC	20-Apr-22
147	Polumuri Sravanthi	18241A05X8	Cognizant GenC	1141352,2/NOV/2022
148	Boppanaboyani Deepika	19245A0502	Cognizant GenC	19718861,10/APR/2022
149	Jogu Manasa	19245A0513	Cognizant GenC	20-Apr-22
150	Pallati Lahari	19245A0525	Cognizant GenC	10-Apr-22
151	Ashwini Rajinikanth	18241A0505	Colruyt(Dev)	2-Mar-22
152	D Mallesh	18241A05D0	Constella Intelligence Pvt. Lt	10-Dec-21
153	Kandukuri Deepak	18241A05E6	Constella Intelligence Pvt. Lt	10-Dec-21
154	Gujjaru Sanjeeth	18241A05P5	Constella Intelligence Pvt. Lt	10-Dec-21
155	Siddamshetty Anurag	18241A0550	CSGI	17/NOV/2021
156	G Sree Sai Raghavendar	18241A05D7	CSGI	17/NOV/2021
157	Malath Shyam Nayak	18241A05F5	CSGI	17/NOV/2021
158	Shaik Dadu Sharief	18241A05G8	CSGI	17/NOV/2021
159	Bijayashree Das	18241A05O7	CSGI	17/NOV/2021
160	Vitta Niharika	18241A05T8	CSGI	28-Oct-21
161	Nampally Lakshmi Prasad	18241A05A0	Cyberark	2-May-22
162	Thadigoppula Karthik Manikanta	18241A05B6	Cyberark	2-May-22
163	Desani Tejasree	18241A05P1	Cyberark	2-May-22
164	Siripuram Rohith	19245A0528	Cyberark	2-May-22
165	Singamsetty Rasagna	18241A0551	Darwinbox	U74900TG2015PTC101793,28/10/2021
166	Ettireddy Sushanth Reddy	18241A0573	Darwinbox	U74900TG2015PTC101793,28/10/2021
167	Thumati Sai Sravya	18241A05H2	Darwinbox	U74900TG2015PTC101793,28/10/2021
168	Asari Sri Sai Kamal	18241A05O4	Darwinbox	U74900TG2015PTC101793,22/10/2021
169	Chintala Sunder Kumar	18241A05U9	Darwinbox	U74900TG2015PTC101793,28/10/2021
170	Akula Vennela	18241A0502	DBS	3/17/2022
171	Epuri Venkata Charanya	18241A0509	DBS	21-Feb-22
172	Kadali Tejaswi	18241A0516	DBS	17-Mar-22
173	Koutam Sai Kumar	18241A0523	DBS	3/17/2022
174	Narahari Swathi	18241A0536	DBS	1-Feb-22
175	Vanaganti Vamshi Krishna	18241A0556	DBS	17-Mar-22
176	Goli Ritwik	18241A0577	DBS	28-Mar-22
177	Kante Kiran Kumar	18241A0585	DBS	18-Feb-22
178	Mettu Anoohya	18241A0594	DBS	1-Feb-22
179	Rounak Unissa	18241A05A6	DBS	17-Mar-22
180	Shaik Shammimoon	18241A05B0	DBS	17-Feb-22
181	Lokesh Kota	18241A05L3	DBS	17-Mar-22
182	Pogula Ramya	18241A05M4	DBS	21-Dec-21
183	A Vishnu Vardhan	18241A05O2	DBS	21-Feb-22
184	Poluri Prudhvi	18241A05S1	DBS	17-Mar-22
185	Sara Yeshwanth	18241A05S7	DBS	17-Feb-22
186	T Prasanna Lakshmi	18241A05T3	DBS	18-Feb-22
187	Inumula Thirumala	18241A05W2	DBS	1-Feb-22
188	Kaslabad Varunsandesh	18241A05W8	DBS	1-Feb-22
189	Mohammed Mubasheer Uddin	18241A05X4	DBS	21-Mar-22
190	Sai Shivani Mudunuri	18241A05Y4	DBS	1-Feb-22
191	Chigurumamidi Sushmitha	19245A0512	DBS	19-Feb-22

192	Gujja Sai Nikhil	19245A0522	DBS	17-Feb-22
193	Vaddi Mounish	18241A05N6	EnergyTech Global	1-Jun-22
194	Vasara Divya	19245A0531	EnergyTech Global	1-Jun-22
195	Saurabh Samridh	18241A0548	Face Prep	CN20220057,17/JAN/2022
196	Gurram Nagendar Reddy	18241A05D5	FTD India	23-May-22
197	Katari Sri Vidya Vardini	18241A05K9	FTD India	23-May-22
198	Dekkapati Sri Indu	18241A0508	Gap Inc.	31-Jan-22
199	Tallapragada Sai Samhita	18241A0553	Gap Inc.	31-Jan-22
200	Amar Aniketh Varma	18241A0563	Gap Inc.	31-Jan-22
201	Kamineni Lokesh	18241A0582	Gap Inc.	31-Jan-22
202	Lavanya Venna	18241A05F4	Gap Inc.	31-Jan-22
203	Kandagatla Sai Sumanth	18241A05K5	Gap Inc.	31-Jan-22
204	Bhogadi Sreeja	18241A05J0	GE Appliances	5-Jul-22
205	Banothu Sushmitha Raj	18241A05U6	Glandpharma	2-Dec-21
206	Raj Karan Potluri	18241A05A4	nan Sachs Services Private Li	U72400KA2003PTC032606,8/JUN/2022
207	Tirumanpuri Rikshith	18R11A05E0	HCL	21-Apr-22
208	Bandaru Rahul	18241A0567	Hitachi Vantara	19-Jan-22
209	Kadiam Bhavya	18241A05E5	Hitachi Vantara	4-Jan-22
210	Sudarsi Namrata Ravindra	18241A05N0	Hitachi Vantara	3-Jan-22
211	Lankireddy Sri Likhitha	18241A0525	HSBC	5-Jul-22
212	Karani Lakshmi Tejaswini	18241A0519	IBM	13/10/2021
213	Ankala Sai Deepesh	18241A05C3	Infor	HYD/HR/R&S/OL/22/1990,9/MAR/2022
214	Lakshmi Prasanna Nekkanti	18241A0589	Informatica	18/11/2021
215	Ippa Bharath Kumar	18241A05K1	Informatica	24/12/2021
216	V Sai Sriharsha Santosh	18241A05N3	Informatica	18/11/2021
217	Kulkarni Tanmayee	18241A05Q3	Informatica	18/11/2021
218	Manda Poojitha	18241A05X1	Informatica	18/11/2021
219	Masimukkula Jyothika Sai	18241A0531	Invesco	22-Dec-21
220	ogiparthi Venkata Satya Sai Suja	18241A05J5	Invesco	12/22/2021
221	Attaka Lakshmi Pathi	18241A05I4	Kickdrum	U74999KA2017FTC101220,25/MAY/2022
222	Venkata Sai Charan Gangavarapu	18241A05H8	L&T Technology Services Ltc	LTI/HR/EN3/CAMPUS/2022,14/OCT/2021
223	Mallikarjuna Sandeep	18241A0592	LTI(Level-1)	LTI/HR/EN3/CAMPUS/2022,24/FEB/2021
224	Muvva Bhuvan Chandra	18241A0599	LTI(Level-1)	LTI/HR/EN3/CAMPUS/2022,14/OCT/2021
225	Vivek Vardhan Reddy Yannam	18241A0559	LTI(Level-2)	LTI/HR/EN6/CAMPUS/2022,14/OCT/2021
226	Ashwin S Thankachan	18241A0566	LTI(Level-2)	LTI/HR/EN6/CAMPUS/2022,14/OCT/2021
227	Pisati Ajaykumar Reddy	18241A05G3	LTI(Level-2)	LTI/HR/EN6/CAMPUS/2022,14/OCT/2021
228	Hanumanthu Satya Akash	18241A05W0	LTI(Level-2)	LTI/HR/EN6/CAMPUS/2022,14/OCT/2021
229	Manchala Manish	18241A0593	Magnitude	24-Nov-21
230	Bollina Devi Sai Tanusha	18241A05C5	Magnitude	24-Nov-21
231	Kasaju Divyasree	18241A05E8	Magnitude	10-Dec-21
232	Sai Charan Atelly	18241A05A8	MediaMint	28-Jan-22
233	P Sai Kalyani	18241A05G1	Modak Analytics	3-Jan-22
234	Bollam Gnaneshwar	18241A05U8	Modak Analytics	3-Jan-22
235	Shruti Sharma	18241A05Z0	Modak Analytics	3-Jan-22
236	Vadla Madhu Mohana Chari	18241A05H7	Netcracker	1-Apr-22
237	Ankam Rasagna	18241A05I3	Netcracker	1-Apr-22
238	Bandaru Manas Naidu	18241A05I7	Netcracker	1-Apr-22
239	Arrolla Elizabeth	19245A0524	Netcracker	1-Apr-22
240	Arvapally Rahul	19245A0529	Netcracker	1-Apr-22
241	Karuturi Shyam Kumar	18241A05K6	Health Solutions Pvt Ltd (M	22-Dec-20

242	Ankem Sai Divakar	18241A0503	Prodapt(5.5)-Dream	12-Jan-22
243	Pakalapati Arishith	18241A0538	Prodapt(5.5)-Dream	12-Jan-22
244	Kajana Uday	19245A0530	Prodapt(5.5)-Dream	12-Jan-22
245	Vankdavath Sai Akshara	18241A05Z7	Prodapt(7.5)-Super Dream	12-Jan-22
246	Kodadi Harisha	18241A0520	PwC	6-Jul-22
247	Sura Ganesh	18241A05N1	PwC	3-Mar-22
248	Mundra Venkat Deepak	18241A05R1	PwC	17/AUG/20222
249	R Rajini	18241A05S2	PwC	17/AUG/20222
250	Domalapalli Thrinesh	18241A05V2	PwC	17/AUG/20222
251	Gundarapu Sidhartha Reddy	18241A05V8	PwC	11-Apr-22
252	Sai Deeksha Vedula	18241A05Y3	PwC	17-Aug-22
253	Donti Reddy Sai Rakesh Reddy	18241A05J6	Qualcomm	6-Dec-22
254	Basava Indu	18241A0568	QuEST Global	QC20210646,6/DEC/2021
255	Ch Bhargav Achary	18241A05C7	Shure	21-Jul-21
256	Abhinav Bachhu	18241A0501	sureify	11-Dec-21
257	Amballa Sumanth	18241A0564	sureify	11-Dec-21
258	Jeedipally Pramod Reddy	18241A05E1	sureify	11-Dec-21
259	Tripurari Vidyualatha Sri	18241A05T6	sureify	11-Dec-21
260	Vemula Sai Tharun	19245A0509	sureify	11-Dec-21
261	Meesala Prathibha	19245A0526	TA Digital	2-Feb-22
262	Gunti Durga Sai	18241A0513	TCS Digital	TCS/CT20213645048/HYDERABAD,10/11/2021
263	Choppadandi Akash	18241A0571	TCS Digital	TCS/CT20203342499/HYDERABAD,10/11/2021
264	Krishna Teja Narahari Setty	18241A0588	TCS Digital	TCS/CT20203326511/HYDERABAD
265	Lella Bhargavi	18241A0590	TCS Digital	TCS/CT20203335969/HYDERABAD,10/11/2021
266	Muthyam Sai Snehith Varma	18241A05F9	TCS Digital	TCS/CT20206896031/HYDERABAD
267	Somala Srestha	18241A05H1	TCS Digital	TCS/CT20203343226/HYDERABAD,3/9/2021
268	Thanigundala Uday Snehith	18241A05H5	TCS Digital	TCS/CT202113642265/HYDERABAD
269	Gotur Prashanth Kumar	18241A05K0	TCS Digital	TCS/CT20203335411/HYDERABAD
270	Madepalli Venkat Kartheek	18241A05L6	TCS Digital	TCS/CT20213652803/HYDERABAD
271	Vadde Pranitha	18241A05N5	TCS Digital	TCS/CT20203341557/HYDERABAD
272	Devarapaga Dhiraj	18241A05P2	TCS Digital	TCS/CT20213647119//HYDERABAD
273	Kulai Sai Kumar	18241A05Q2	TCS Digital	TCS/CT20203341481/HYDERABAD
274	Kummam Roshini	18241A05Q4	TCS Digital	TCS/CT20203343479/HYDERABAD
275	Royyapalli Tejaswini Goud	18241A05S6	TCS Digital	TCS/DT20206914188/HYDERABAD
276	Balnecharith Chandra Sai	18241A05U3	TCS Digital	TCS/CT20213643900/HYDERABAD
277	Siliguri Swapna	18241A05Z1	TCS Digital	TCS/CT20213644772/HYDERABAD
278	Ravula Vyshnavi	19245A0503	TCS Digital	TCS/CT20206883134/HYDERABAD,10/11/2021
279	Meghana Vagdevi Korada	18241A05F1	TCS Digital Ninja	TCS/CT20213647495/HYDERABAD
280	Archana Soni	18241A0504	TCS Ninja	TCS/DT20206855118/HYDERABAD
281	Yerreddu Karthik Reddy	18241A051A	TCS Ninja	TCS/CT20203358964/HYDERABAD
282	Yashwanth Dasari	18241A0560	TCS Ninja	TCS/CT20213651757/HYDERABAD
283	Chundru Nirgun Sai	18241A0572	TCS Ninja	TCS/CT20213651640/HYDERABAD
284	Kandula Sreeja	18241A0583	TCS Ninja	TCS/CT20213650202/HYDERABAD
285	G Mahijeet Reddy	18241A05D4	TCS Ninja	TCS/CT20203327770/HYDERABAD
286	Inumula Goutham	18241A05E0	TCS Ninja	TCS/CT20203326476/HYDERABAD
287	Kotini Lokesh	18241A05F2	TCS Ninja	TCS/CT20203339356/HYDERABAD
288	K Ankush	18241A05K2	TCS Ninja	TCS/CT20213651566/HYDERABAD
289	Mohammed Ansar Ul Haq	18241A05L8	TCS Ninja	TCS/CT20213645242/HYDERABAD
290	Gonda Ganesh Venkata Shankar	18241A05M0	TCS Ninja	TCS/CT20203345973/HYDERABAD
291	Nelavelli Nishanth	18241A05R3	TCS Ninja	TCS/CT20213655984/HYDERABAD

292	Seelam Vinay Kumar Reddy	18241A05S8	TCS Ninja	TCS/CT20203342208/HYDERABAD
293	Katapalli Akhilesh Reddy	18241A05W9	TCS Ninja	TCS/CT20213725892/HYDERABAD
294	Mendu Dheeraj	18241A05X2	TCS Ninja	TCS/CT20213671156/HYDERABAD
295	Pulipalupula Charan	18241A05Y1	TCS Ninja	TCS/CT20213746895/HYDERABAD
296	Yallasiri Sai Pavan Ram Kumar	18241A05Z9	TCS Ninja	TCS/CT20213728626/HYDERABAD
297	Vadlakonda Naveena	19245A0527	TCS Ninja	TCS/CT20213680594/HYDERABAD
298	Billakanti Nikhil	18241A05J1	TechMahindra	2037736/ELTP-CAMPUS/2022,7/MAR/2022
299	Annareddy Vakula	18241A05U2	TechMahindra	7-Mar-22
300	Kolluri Tharun	19245A0536	TechMahindra	908601/2067708/ELTP,10/MAY/2022
301	Jyothi Kumari	18241A0579	UST Global	24-Nov-22
302	Banoth Sonu	18241A05I8	UST Global	24-Nov-22
303	Penumala Suvana Rao	19245A0504	UST Global	UST/34730161/9914052,24/NOV/2022
304	Akula Archana	18241A05I2	Verisk Analytics	9-Dec-21
305	Komiri Srinath Goud	18241A05Q1	Verisk Analytics	11-Nov-21
306	Yerram Abhishek	18241A05U0	Verisk Analytics	11-Nov-21
307	Pyata Shreya	18241A0544	go International Solutions P	7/22/2022
308	Jalla Harshitha	18241A05W3	go International Solutions P	22-Jul-22
309	Jampala Sri Naga Sai	18241A05W4	go International Solutions P	7/22/2022
310	Dadigoppula Venkat Sai	19245A0534	go International Solutions P	25-Jul-22
311	Golkonda Mahesh	18241A05I1	Wipro	1/20/2022
312	M S Kushal Raj	18241A0526	Wipro	20-Jan-22
313	Tadivaka Sai Sashank	18241A0554	Wipro	10-Feb-22
314	Pancha Reddy Prerana	18241A05A1	Wipro	1/24/2022
315	S Bhavith Sai	18241A05B3	Wipro	5-Apr-22
316	Bondhi Varuntej Goud	18241A05C6	Wipro	1/24/2022
317	Karthik Ramaraju Perecharla	18241A05E7	Wipro	26-May-22
318	Neela Praneeth	18241A05G0	Wipro	1-Feb-22
319	Sheri Anil Reddy	18241A05H0	Wipro	4-Mar-22
320	Thottempudi Manasha	18241A05H6	Wipro	24-Jan-22
321	Bommu Uday Kiran Reddy	18241A05O8	Wipro	20-Jan-22
322	Kolukuluri Shashank	18241A05Q0	Wipro	24-Jan-22
323	P Omkar	18241A05R5	Wipro	3/4/2022
324	Shirdish Mohan D	18241A05S9	Wipro	2/10/2022
325	Uppala Rishik Charan	18241A05Z6	Wipro	2/10/2022
326	Varun Julakanti	18241A05Z8	Wipro	3/4/2022
327	Korra Rakesh	19245A0519	Wipro	25-Jan-22
328	Velmal Lathasri	19245A0533	Wipro	21-Jan-22
329	Pasam Jayasimha Reddy	18241A0539	Wipro Turbo	21-Jan-22
330	Shaik Abid	18241A0549	Wipro Turbo	2/24/2022
331	Penugonda Ravi Teja	18241A05A2	Wipro Turbo	7-Apr-22
332	Ragam Archana	18241A05A3	Wipro Turbo	15-Jan-22
333	Ambati Pavitra Raveli	18241A05C1	Wipro Turbo	24-Feb-22
334	Abhinaya Bejugam	18241A05I9	Wipro Turbo	9-Feb-22
335	Macherla Nikhil	18241A05L5	Wipro Turbo	23-Jan-22
336	Rudra Varun	18241A05M6	Wipro Turbo	9-Feb-22
337	Anaparthi Santosh Akhil	18241A05O3	Wipro Turbo	2/24/2022
338	Dumne Jalendar	18241A05P4	Wipro Turbo	2/24/2022
339	Tummala Sohith	18241A05T7	Wipro Turbo	31-Oct-21
340	Akula Anil Kumar	18241A05U1	Wipro Turbo	2/24/2022
341	Dinesh Reddy Karumuri	18241A05V1	Wipro Turbo	14-Jan-22

G. Sidhartha Reddy

18241A05 v8



Apr 11, 2022

Sidhartha Reddy Gundarapu
Bangalore

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear Sidhartha,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited ("Company" or "PwC AC Bangalore")** in the position of **Associate**. Your work location will be **Bangalore**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **17 August, 2022**, or such other date as may be communicated by us to you in writing ("**Employment Commencement Date**").

Remuneration Package:

1. Gross Salary: You are being offered a gross salary of Rs. 600,000/- Six Lakh Only.

The details of your gross salary are specified in Annexure 1 to this offer letter ("**Offer Letter**").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.

D. Sai Rahul Reddy
COED
18241A05J6



Qualcomm India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

December 6, 2021

Dontireddy Reddy
Hyderabad, India

Re : Internship Programme at Qualcomm India Private Limited

Dear Dontireddy,

We are pleased to extend an offer for internship with Qualcomm India Private Limited ("Qualcomm") as a/an Interim Engineering Intern.

Your internship will commence in the month of January, 2022 at any of Qualcomm India locations as intimated to you by the company.

Your internship will end approximately 25 weeks from your Start Date.

Such internship at Qualcomm does not entitle you to claim or claim preference to employment at Qualcomm.

You will be eligible to receive a monthly stipend of INR ₹45,000.00 during your internship subject to proper performance and conduct, which shall be as assessed by Qualcomm in its sole discretion.

Benefits Program

Qualcomm is committed to providing its Interns, comprehensive and competitive levels of stipends and benefits. Please refer to the India Intern Benefits Summary for a description of eligible benefits.

Qualcomm will provide you with the attached relocation package.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm which may be known to you or confided in you by any means in the course of your internship with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of commencing your internship with Qualcomm.

India Taxes

Taxes will be withheld in accordance with India tax laws you shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Termination of Internship



Your internship with Qualcomm will automatically terminate upon the End Date, unless extended by Qualcomm on specific written communication and terms and conditions of internship at that time. Your internship with Qualcomm may be terminated earlier than the End Date, by either you or Qualcomm by providing 14 (fourteen) days prior written notice. Qualcomm reserves the right to terminate your internship summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence as per Qualcomm's policy or guideline or have committed any breach of this agreement.

Rules and Regulations

In addition to the terms and conditions of internship specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

You should take due and proper care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Qualcomm for the internship and on demand by Qualcomm, or immediately upon the cessation of this agreement, you will take all steps to return such assets, properties etc., to Qualcomm in the same condition as given, subject to normal wear and tear failing which Qualcomm will be entitled to recover such costs/compensation as it may deem fit, keeping in view the cost of such assets, properties, etc.

Governing law

This offer and any ensuing agreement shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection herewith shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety

This offer and any ensuing agreement constitutes the entire agreement between the parties in relation to the subject matter hereof and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

We believe we have made an excellent decision in selecting you. We hope that your performance will confirm our belief and you will find yourself involved in many ways in the growth of our company.

The acceptance of this offer of internship is contingent upon Qualcomm's receipt of the following completed documents by 12/20/2021 and will expire in case of non-receipt of the same:

- Signed copy of this letter
- Agreement Regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance
- Invention Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your PAN card & Aadhar card
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)

Any reference to the word "employee" in any form shall be read as "Intern" when attached/read with this letter. We reserve the right to revoke the offer at our sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to university.relations@qti.qualcomm.com and carry your original signed letter on your start date of the internship and hand over the same to us. If you have any questions, please do not hesitate to contact Nikitha Shekar at nikitha@qti.qualcomm.com or .

Sincerely,



Murali Malla

Director, Talent Acquisition

QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE:

PRINT NAME: Donli Reddy Sai Rakesh Reddy

DATE: (8-12-2021)

PROPOSED START DATE: 10th January 2022 (10-1-22)

Dr D. Thrinesh
CSE-F
V2



{{Dte_es_:signer1:date}}

Thrinesh Domalapalli
Bangalore

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear Thrinesh,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited** ("Company" or "PwC AC Bangalore") in the position of **Associate**. Your work location will be **Bangalore**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **17 August, 2022**, or such other date as may be communicated by us to you in writing ("**Employment Commencement Date**").

Remuneration Package:

1. Gross Salary: You are being offered a gross salary of Rs. **600,000/- Six Lakh Only**

The details of your gross salary are specified in Annexure 1 to this offer letter ("**Offer Letter**").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.



sureify

Abhinav Bachu

18241A0501

CSE-A

To,
Abhinav Bachhu,
Hyderabad.

11th Dec 2021

We would like to congratulate you on being selected for the **Software Engineer - I** position at Sureify Labs Technology Pvt. Ltd. (Sureify) and your CTC will be **Rs.9,19,468/-**. Your joining date is on 20th June 2022 and this position is located in Hyderabad, Telangana. This offer includes an internship for a period of six months starting from 19th January 2022 upto 19th June 2022. The breakup of the CTC will be given after the successful completion of your internship.

During the internship you will be assigned tasks and projects that improve your understanding of the concepts you learnt in the college and also based on your personal & professional skill sets and therefore you will be expected to put your best efforts in executing the assignments assigned to you.

On the date of joining you would need to submit a copy of your educational certificates and provide any two of your photo ID documents. You will also be signing a separate Non-Disclosure Agreement (NDA) with the company as a process of confirmation of this offer at the date of joining. You are also obliged to sign any amendments to the initial NDA in future. You will be paid a stipend of Rs: 25,000/- per month during your internship.

Please review this letter in full, and sign and return it via email to confirm your acceptance of the position, no later than close of business on 16th Dec 2021. We look forward to having you begin your career at Sureify Labs Technology Pvt. Ltd. and wish you a successful internship. Welcome to our team!

You need to report at 10:30 AM on 19th Jan 2022 to Ms.Swetha Yendamuri, Manager - Human Resources.

For Sureify Labs Technology Pvt. Ltd.

Ajay Cherukuri

Director

Abhinav Bachhu

Date:



sureify

A - Sumanth
18241A0564
CSE - B.

To,
Amballa Sumanth,
Hyderabad.

11th Dec 2021

We would like to congratulate you on being selected for the **Software Engineer - I** position at Sureify Labs Technology Pvt. Ltd. (Sureify) and your CTC will be **Rs.9,19,468/-**. Your joining date is on 20th June 2022 and this position is located in Hyderabad, Telangana. This offer includes an internship for a period of six months starting from 19th January 2022 upto 19th June 2022. The breakup of the CTC will be given after the successful completion of your internship.

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You need to report at 10:30 AM on 19th Jan 2022 to Ms.Swetha Yendamuri, Manager - Human Resources.

For Sureify Labs Technology Pvt. Ltd.

Ajay Cherukuri

Director

Amballa Sumanth

Date:



sureify

18241A05E1

To,
Jeedipally Pramod Reddy,
Hyderabad.

11th Dec 2021

We would like to congratulate you on being selected for the **Software Engineer - I** position at Sureify Labs Technology Pvt. Ltd. (Sureify) and your CTC will be **Rs.9,19,468/-**. Your joining date is on 20th June 2022 and this position is located in Hyderabad, Telangana. This offer includes an internship for a period of six months starting from 19th January 2022 upto 19th June 2022. The breakup of the CTC will be given after the successful completion of your internship.

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You need to report at 10:30 AM on 19th Jan 2022 to Ms. Swetha Yendamuri, Manager - Human Resources.

For Sureify Labs Technology Pvt. Ltd.

Ajay Cherukuri

Director

Jeedipally Pramod Reddy

Date:



sureify

T.Vidyuallatha Sri

18241A05T6

To,
Tripurari Vidyualatha Sri,
Hyderabad.

11th Dec 2021

We would like to congratulate you on being selected for the **Software Engineer - I** position at Sureify Labs Technology Pvt. Ltd. (Sureify) and your CTC will be **Rs.9,19,468/-**. Your joining date is on 20th June 2022 and this position is located in Hyderabad, Telangana. This offer includes an internship for a period of six months starting from 19th January 2022 upto 19th June 2022. The breakup of the CTC will be given after the successful completion of your internship.

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Please review this letter in full, and sign and return it via email to confirm your acceptance of the position, no later than close of business on 16th Dec 2021. We look forward to having you begin your career at Sureify Labs Technology Pvt. Ltd. and wish you a successful internship. Welcome to our team!

You need to report at 10:30 AM on 19th Jan 2022 to Ms.Swetha Yendamuri, Manager - Human Resources.

For Sureify Labs Technology Pvt. Ltd.

Ajay Cherukuri

Director

Tripurari Vidyualatha Sri

Date: 13-12-2021

V. Sai Tharun

1924510509

CSE-B



sureify

To,
Vemula Sai Tharun,
Hyderabad.

11th Dec 2021

We would like to congratulate you on being selected for the **Software Engineer - I** position at Sureify Labs Technology Pvt. Ltd. (Sureify) and your CTC will be **Rs.9,19,468/-**. Your joining date is on 20th June 2022 and this position is located in Hyderabad, Telangana. This offer includes an internship for a period of six months starting from 19th January 2022 upto 19th June 2022. The breakup of the CTC will be given after the successful completion of your internship.

During the internship you will be assigned tasks and projects that improve your understanding of the concepts you learnt in the college and also based on your personal & professional skill sets and therefore you will be expected to put your best efforts in executing the assignments assigned to you.

On the date of joining you would need to submit a copy of your educational certificates and provide any two of your photo ID documents. You will also be signing a separate Non-Disclosure Agreement (NDA) with the company as a process of confirmation of this offer at the date of joining. You are also obliged to sign any amendments to the initial NDA in future. You will be paid a stipend of Rs: 25,000/- per month during your internship.

Please review this letter in full, and sign and return it via email to confirm your acceptance of the position, no later than close of business on 16th Dec 2021. We look forward to having you begin your career at Sureify Labs Technology Pvt. Ltd. and wish you a successful internship. Welcome to our team!

You need to report at 10:30 AM on 19th Jan 2022 to Ms.Swetha Yendamuri, Manager - Human Resources.

For Sureify Labs Technology Pvt. Ltd.

Ajay Cherukuri

Director

Vemula Sai Tharun

Date:

02-02-2022

Prathibha Meesala
Pochampally, Telangana - 508115

Subject: Letter of Offer and Terms of Employment

Dear Prathibha,

Thank you for exploring your career opportunities with TA Digital (the Company). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

You have been selected for the position of **Trainee Software Engineer**, with Job Band A1, at Company's Hyderabad Office. This letter states the terms of our employment offer. During your probation cum training period, your annual CTC (Cost to Company) will be Rs. 4,20,372/- (Rupees Four Lakhs Twenty Thousand Three Hundred and Seventy Two Only). The detailed breakup of the CTC is given in Annexure A.

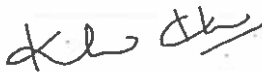
On successful completion of probation cum training period, your designation will be **Associate Software Engineer** with Job Band A2. Your annual total compensation would be revised to Rs. 5,70,372/- (Rupees Five Lakhs Seventy Thousand Three Hundred and Seventy Two Only). The detailed breakup of the CTC is given in Annexure B.

This offer is issued to you based on your acceptance to sign a service agreement with the company, agreeing to complete a mandatory service period of two years and six months from the date of your joining. In case you leave the company on your own accord before completing the mandatory service period, you will (a) need to provide minimum prior notice of 2 months if you have finished probation, and (b) need to pay the company an amount of Rs. 2,50,000.

This offer is valid till 04-02-2022. You should send the acceptance of the offer before this date by signing and mailing the duplicate copy of the offer letter. The date of joining would be officially communicated to you by our HR Department. You would receive a detailed appointment letter at the time of joining.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure - C. Please submit all the documents specified in Annexure - D as soon as possible, after which the Company would do the background verification. Should you have any questions, please do not hesitate to contact me. We look forward to receiving your acceptance and joining the services of the company.

for TA DIGITAL (TECHASPECT SOLUTIONS PVT LTD)



Kailash Kabra
Head, Human Resources

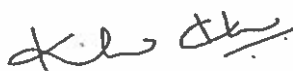
Signature: _____
Prathibha Meesala

Annexure - A

Salary Structure		
Monthly Components	Per Month	Annualized
Basic	13,483	1,61,800
HRA	5,393	64,720
LTA	1,124	13,483
Special Allowance / FBP ¹	11,260	1,35,118
Gross Salary	31,260	3,75,121
Statutory Payments³		
Company's contribution to PF ⁴	1,800	21,600
Gratuity (Payable as per Gratuity Act) ⁵	648	7,779
Total Compensation	33,708	4,04,500
Benefits⁶		
Insurance Benefits	-	15,872
Total Cost to Company	33,708	4,20,372

Annexure - B

Salary Structure		
Monthly Components	Per Month	Annualized
Basic	18,483	2,21,800
HRA	7,393	88,720
LTA	1,540	18,483
Special Allowance / FBP ¹	16,103	1,93,233
Gross Salary	43,520	5,22,237
Statutory Payments³		
Company's contribution to PF ⁴	1,800	21,600
Gratuity (Payable as per Gratuity Act) ⁵	889	10,663
Total Compensation	46,208	5,54,500
Benefits⁶		
Insurance Benefits	-	15,872
Total Cost to Company	46,208	5,70,372



1- As per Designation / Job Band and applicable policies, employees are given options to restructure their "Flexible Benefit Plan" under the following heads: a) Meal Card b) Communication Reimbursements like mobile/telephone bills c) Fuel Reimbursement The above shall be guided by the "FBP (Flexible Benefit Plan) Guidelines", or as per company policies.

2- Performance Bonus is a discretionary component and will be paid out biannually subject to the prevailing company policies from time to time. The amount of bonus and the date of payout are at the sole discretion of the company and may change from time to time. You will be eligible for the performance bonus, provided you are on Company rolls at the time of payout and not serving notice period.

3 - These Statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any change / modification to statutory payments, due to change and / or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, company shall endeavour to inform you, via separate email communication, about any changes / modifications to statutory payment.

4 - Company would be paying this contribution to your Employee Provident Fund account and an equal amount of Employee contribution towards PF will be made from your monthly salary.

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

5 - Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

6 - As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

a) **Group Medical Insurance** - In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

b) **Group Personal Accident Insurance** - You shall be covered under the Personal Accident Insurance Policy held by the Company.

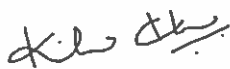
c) **Group Total Protect Insurance** - You shall also be covered under the Group Total Protect Insurance Policy held by the Company.

d) **Covid 19 Top up** - You shall also be covered under the Covid - 19 Top up Insurance Policy held by the Company

e) **Transport Facility** - Company may provide transport facility based on project needs. Company can also propose shared cost model for Bus / Cab transport facility. If you opt for such facility, the applicable charges will be deducted from your monthly payroll.

f) **Cafeteria Benefits** - Company may provide subsidized meals / snacks to employees. If you opt for such facility, then applicable charges will be deducted from your monthly payroll.

g) **Annual Leave / Public Holidays** - You will be eligible for annual leaves and public holidays as determined by Company's leave policy, which is subject to revision from time to time.



Annexure - C**1. Personal Particulars:**

You will keep us informed of any change in your contact information, residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir / nominee.

2. Nature of Work:

The nature of work and responsibilities will be assigned and explained to you by your seniors from time to time. It is your responsibility to maintain high standards of ownership, creativity, efficiency and economy in the work being done.

3. Working Hours:

Your working hours at the Company will be intimated to you at the time of joining. The working hours are liable to change based on the project requirements.

4. Probation:

You will be on probation for a period of Six Months from the date of joining. At the end of the probation period, the Company will review your performance and decide whether to confirm your employment with the Company. In the event your employment is confirmed, the Company will issue you a letter of confirmation. Alternatively, the Company may decide to continue your probation for an additional period. In case your employment is not confirmed and probation period not extended, your employment with the Company shall be deemed to have been terminated upon the lapse of the probation period without further notice.

5. Assignment, Transfer and Deputation:

Though you have been engaged for a specific position, the Company reserves the right to send you on deputation/transfer/assignment to any of the Company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

6. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the Company's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to disciplinary action.

7. Intellectual Property Right:

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



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3rd Floor, N Heights, Plot No. #38, Hitech City Phase II, Madhapur,
Hyderabad, Telangana - 500081
Tel: +91 40 66217777 \ tadigital.com \ Corporate ID:
U72200TG2000PTCO35744



8. Secrecy / Confidentiality:

You will not during the course of your employment with the Company or at any time thereafter, disclose to any person whomsoever including competitors and former employees, or make any use whatsoever for your own purpose or for any other purpose other than that of the Company of any information or knowledge obtained by you during your employment as to the business or affairs of the Company including development artifacts, process documents, reports, and reporting systems and you will during the course of your employment hereunder use your best endeavour to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

The terms of this offer are to be treated as highly confidential business information. Any attempt to distribute offer documents in any form or disclosing the terms to any individual or company will result in termination of this offer and invite legal action from the Company against you.

9. Restrain:**Restriction on Personal Use:**

Use of company resources for personal use is strictly prohibited. This includes usage of computer resources, company information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. You shall use the software provided by Company for Company's business purposes only and will not copy or otherwise duplicate or in any other way violate the license of any computer program or software licensed to Company. You shall not resell, sublicense, distribute or otherwise transfer for any purpose any component of the licensed software provided by Company to any person, firm or entity. Any violations will result in immediate termination of employment without notice and/or legal action for misdemeanour as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of such actions.

10. Leave:

You will be entitled for leaves as per the Company policy.

11. Dress Code:

You are required to be dressed in Smart Casuals from Monday to Friday. Further details on dress code would be communicated to you at the time of Induction.

12. Performance Review:

Your performance shall be reviewed periodically as per the Performance Management System (PMS) operational in the Company. It will be aligned with the regular Merit increment cycle (April) in which Post confirmation at least 6 months needs to be completed. Performance reviews may or may not result in compensation reviews.

13. Financial or Nonfinancial reviews:

Financial or non-financial reviews like payment of ex-gratia, incentive, bonus, variable pay etc. shall not be considered for the employees who tender their resignation or serving the notice period at the time of disbursement of the amount.

14. Voluntary Abandonment:

Should you not report to duty for more than 3 consecutive days without prior sanction of leave from your superior, it is construed that you have voluntarily abandoned the employment of the Company and your name shall be deleted from the employee-rolls thereof.



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Hyderabad, Telangana - 500081
Tel: +91 40 66217777 \ tadigital.com \ Corporate ID:
U72200TG2000PTCO35744



15. Background Verification:

Acceptance of this offer also confirms your consent to Company to carry out necessary background checks on education, previous employment and felony records.

The terms of this offer are to be treated as highly confidential business information. Any attempt to distribute offer documents in any form or disclosing the terms to any individual or company will result in termination of this offer and invite legal action from the Company against you.

16. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, by disabling floppy disk / USB / CD drives, and by raising awareness across the Company about the need for protection of intellectual property and sensitive customer information.

17. Surrender of Company Assets:

You need to surrender all the tangible assets of the Company, including the data and information in soft or physical form which are in your possession by virtue of your employment before separation from the Company.

18. Appointment in Good Faith:

You must specifically understand that this offer of employment is made based on technical/ professional skills you have declared to possess as per your resume in application for employment and your ability to handle any assignment/job applicable to the position you are being hired. In case, at a later date any of your statements/particulars furnished are found to be false or misleading or your performance falls short of the minimum standard set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated by the Company.

19. Notice period:

This contract of employment is terminable, by either party giving 2 months' notice. Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such dates as it may deem fit even prior to the expiry of the notice period.

Further, the Company may terminate employment any time without notice for the reasons of non-performance, insubordination, misrepresentation of facts in employment application, misconduct, engaging in illegal activity which may affect the Company's reputation. During probation however, the Company reserves the right to terminate at a shorter notice due to any of the reasons listed above.

The above terms and conditions are based on the Company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the Company as shall be in force from time to time.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations. I promise to join Company as a full-time employee from _____

Date: _____

Place: _____

(Signature)



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Hyderabad, Telangana - 500081
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ANNEXURE – D**Scanned documents to be submitted before the date of joining:**

1. **Certificates supporting your Educational Qualifications along with Mark Sheets.**
 - 10th / SSE Certificate and mark sheets
 - 12th / +2 / HSCE / Intermediate Certificate and mark sheets.
 - Bachelors Certificate and Semester / year-wise mark sheets.
 - Masters Certificate and Semester / year-wise marks sheets.
 - Diploma / PG Diploma Certificate & Transcripts.
 - Professional Certificates (Ex. PMP, MCP / SCJP etc.)
2. **Valid Passport and PAN Card. In case if you do not have Passport or PAN Card please provide their acknowledgement.**
3. **Passports sized color photographs (35mm x 45mm image at 300 DPI JPG format only).**
4. **Residence Proof (Household card or Election card or Aadhar card or Driving license)**
5. **Aadhar Card**

Note: Carry all your originals documents and one Stamp size and one Passport size photographs on the day of joining.





Durgasai
18241A0513
CSE-A

Offer: Computer Consultancy
Ref: TCSL/CT20213645048/Hyderabad
Date: 10/11/2021

Mr. Durgasai Gunti
11-8-210Gangaputra Street, Lenin Nagar,
Opposite Bus Depot,
Khammam-507001,
Telangana.
Tel# 91-9948288670

Dear Durgasai Gunti,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

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TCSL/CT20213645048

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Tata Consultancy Services Limited

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

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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



Ch. Akash

18241A0571

CSE-B

Offer: Computer Consultancy
Ref: TCSL/CT20203342499/Hyderabad
Date: 10/11/2021

Mr. Akash Choppadandi
7-5-77 Subhash Road,
Subhash Nagar,
Hyderabad-505301,
Telangana.
Tel# 91-9381489028

Dear Akash Choppadandi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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Name: N. Krishna Teja
Roll: 18241A0589
CSE-B

Offer: Computer Consultancy
Ref: TCSL/CT20203326511/Hyderabad
Date: 03/09/2021

Mr. Krishna Teja Naraharisetty
Plot No. 75, Indrapuri Railway Colony,
West Marredpally,
Hyderabad-500026,
Telangana.
Tel# 91-9866394864

Dear Krishna Teja Naraharisetty,

Sub: Letter of Offer

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

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

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M.Sai Snehith Varma
18241A05F9
CSE-C

Offer: Computer Consultancy
Ref: TCSL/DT20206896031/Hyderabad
Date: 03/09/2021

Mr. Sai Snehith Varma Muthyam
2-41/5,
Vani Fertilizer Block,
Luxettipet-504215,
Telangana.
Tel# -

Dear Sai Snehith Varma Muthyam,

Sub: Letter of Offer

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

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

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



Offer: Computer Consultancy
Ref: TCSL/CT20203335969/Hyderabad
Date: 10/11/2021

Ms. Bhargavi Lella
H.No:1-51Sudarshan Goud Complex, Kothur(Mdl & Post), Rangareddy, Telangana,
Kothur,
Hyderabad-500090,
Telangana.
Tel# 91-9492300115

Dear Bhargavi Lella,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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Bhargavi Lella

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S.Srestha
18241805H1
TCS

Offer: Computer Consultancy
Ref: TCSL/CT20203343226/Hyderabad
Date: 03/09/2021

Ms. Srestha Somala
Flat.No 316a, Sai Keerthi Estates Friends Colony, Shilpa Enclave,
Chandanagar,
Hyderabad-500050,
Telangana State.
Tel# -

Dear Srestha Somala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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T. Uday Snehith
18241A05H5
CSE - C

Offer: Computer Consultancy
Ref: TCSL/CT20213642265/Hyderabad
Date: 10/11/2021

Mr. Uday Snehith Thanigundala
Hno-95fRoadno-2,Phase-1,Janapriyanagar,
Miyapur,
Hyderabad-500049,
Telangana.
Tel# 91-9290878533

Dear Uday Snehith Thanigundala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



Mr. Venkat Kartheek Madepalli

19241A05 L 6

CSE - D

Offer: Computer Consultancy

Ref: TCSL/CT20213652803/Hyderabad

Date: 03/09/2021

Mr. Venkat Kartheek Madepalli
33 Villa, Thiru Sankalp Villas Besides Aditya Lagoon,
Nizampet,
Hyderabad-500090,
Telangana.
Tel# 91-9848388608

Dear Venkat Kartheek Madepalli,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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Tata Consultancy Services Limited

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Registered Office: Nirmal Building, 8th Floor, Nariman Point, Mumbai 400 021



Pranitha Vadde

18241A05N5

CSE-D

Offer: Computer Consultancy
Ref: TCSL/CT20203341557/Hyderabad
Date: 03/09/2021

Ms. Pranitha Vadde
1-121-12a,
Mamidala,
Hyderabad-508223,
Telangana.
Tel# -

Dear Pranitha Vadde,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

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TCSL/CT20203341557

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 31 11 Email: careers@tcs.com

1

V. Pranitha



18241A0502

CSE-E

Offer: Computer Consultancy
Ref: TCSL/CT20203341481/Hyderabad
Date: 03/09/2021

Mr. Sai Kumar Kulai
24-409 & 24-410 Ranga Reddy Nagar,
Nanda Foods,
Hyderabad-500037,
Telangana.
Tel# 91-8801494375

Dear Sai Kumar Kulai,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Decorum Park, Plot 1, Software Units 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



R. Tejaswini
18241A0556.

Offer: Computer Consultancy
Ref: TCSL/DT20206914188/Hyderabad
Date: 03/09/2021

Ms. Tejaswini Royyapally
1-56/1 Gandhi Street,
Athvelly,
Hyderabad-501401,
Telangana.
Tel# 91-9652015948

Dear Tejaswini Royyapally,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Post:Camp 1, Plot 1, Software Development, Madhav Nagar, Hyderabad 500081 India
Reg. No. 419027/2005 (MCA 21) 4/06/2017 Website: www.tcs.com
Registered Office: Mumbai, India | Tel: +91 22 6775 1000 | Email: careers@tcs.com
TCS Career Services: 020 2610 9000 | Email: careers@tcs.com



18241A05Z1
S. Swapna
CSE-F

Offer: Computer Consultancy
Ref: TCSL/CT20213644772/Hyderabad
Date: 03/09/2021

Ms. Swapna Siliguri
1-57/516/A Sri Ram Nagar Kondapur Shirdi Sai Street,
Botanical Garden,
Hyderabad-500084,
Telangana.
Tel# 91-9246537287

Dear Swapna Siliguri,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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) based on 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.

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TCSL/CT20213644772

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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



Kummam Roshini

18241A05Qy

CSE - e

Offer: Computer Consultancy
Ref: TCSL/CT20203343479/Hyderabad
Date: 10/11/2021

Ms. Roshini Kummam
H.No.1-236/1bGadderagadi,
Amma Gardens,
Mancheria-504208,
Telangana.
Tel# -

Dear Roshini Kummam,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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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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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/DT20206883134/Hyderabad
Date: 10/11/2021

Ms. Vyshnavi Ravula
 1-3-155/17Divya Nagar,
 Nirmal,
 Nirmal-504106,
 Telangana.
 Tel# 91-9491247681

Dear Vyshnavi Ravula,

Sub: Letter of Offer

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

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

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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.

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

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



Ch. Nirgun Sai

182u1A0572

CSE -1B3

Offer: Computer Consultancy
Ref: TCSL/CT20213651640/Hyderabad
Date: 07/10/2021

Mr. Nirgun Sai Chundur
Flat No:301,Surya CrestPragathi Nager,
Near Madhura Nager Arch,
Hyderabad-500090,
Telangana.
Tel# 91-9177772773

Dear Nirgun Sai Chundur,

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.

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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



A. Archana
18241A0512
CSE-D
1Vth year

December 09, 2021

Archana Akula
Hyderabad, Telangana
508001

Sub: Internship and Pre- Placement Offer –Verisk Analytics

Dear Archana,

We are pleased to let you know that you have been selected to be a part of Verisk Analytics. This is further to our interviews and subsequent discussions, we are extending an internship position as well as a pre-placement offer.

You will be joining Verisk Analytics India Pvt. Ltd. as an “Intern” effective **January 19,2022** Unless extended by mutual consent, this internship agreement shall end on **June 30,2022**.

Upon successful evaluation of your performance during the internship and successful completion of your education (without any backlogs), you will be inducted as a full-time employee effective **July 01,2022***. As a full-time employee, you will be a part of the Quality Assurance group at mutually agreed terms and conditions.

This offer shall be under Service Agreement for Two (2) Years from the date of commencement of your fulltime employment. The agreement also states that if an employee decides to leave the organization during the internship period or before the service agreement period, he/she needs to pay back to the organization an amount of One (1) Lakh Rupees.

Following shall be the terms of your Internship and Fulltime employee status.

1. As an intern the following terms and conditions would apply.

- a. For the services you render to the company, you will be paid a stipend of **INR 25,000/- per month (Rupees Twenty-Five Thousand only)**.
- b. No other expenses apart from above shall be paid/reimbursed during your internship tenure. However, you will be entitled to medical, accident, life insurance benefits and other benefits as provided by the organization.
- c. You will be eligible for **one day (1 day)** Leave every month during this internship period. However, the approval of the same vests with your reporting manager during this tenure.



- d. Also, it is agreed between you and the Company that this internship arrangement is not and can in no sense be deemed and/or construed to be an employment with the Company

2. As a Fulltime Employee the following terms and conditions would apply.

- a. During the first six months (6 months) of your full-time employment, you will be on probation period. After successful completion of the probation period, your services shall be confirmed. However, at the sole discretion of the management, your probation period may be extended in case the management feels it necessary to extend.
 - b. As a full-time employee you will receive other benefits such as enhanced paid and other leaves, company match on provident fund, gratuity etc., which are fully detailed in the Employee Handbook.
 - c. For the services you render to the company as a full-time employee your compensation will be as stated in Annexure A and the benefits you are eligible for are stated in Annexure B.
- 3. The duties and responsibilities entrusted to you have been fully set out by your Manager/Lead and this may be subjected to change from time to time according to the business exigencies.
 - 4. Your working hours shall be from 9:30 AM to 6:30 PM, Monday to Friday in each week. There is no entitlement to overtime payment.
 - 5. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
 - 6. Applicable tax deductions (if any) shall be as per the defined sections of Income Tax Act, 1961.
 - 7. You can terminate the contract of service with AIR by submitting at least Two month notice in writing. You shall also be liable to payback the service agreement amount, if you leave the organization during your internship or before 2 years of service from the day of your fulltime employment.
 - 8. The Company can terminate an employee, on non or poor performance during internship or probation period without any prior notice.
 - 9. The Company can terminate a confirmed employee by giving a notice of 30 days period or one-month salary in lieu of such notice period.



10. It is understood and agreed by and between the parties hereto, that all market research data methodologies, materials and any information related thereto, any trade secret, any technical or other information concerning the business or affairs of the Company coming into your possession or control during the performance of Services hereunder ("Confidential Information") shall be the exclusive property of the Company and that you shall not during the continuance of this Agreement and thereafter use to the detriment or prejudice of the Company or disclose any Confidential Information to any person, firm or company.

This offer is subject to you providing to us the following documentation and originals that would be required for verification at the time of joining.

- Educational and professional certificates
- Copy of your AADHAR, Passport and PAN
- Graduation documents before the end of your internship.
- Other relevant documents as requested by the company.

As per Company's policy, background verification including education and employment check including financials would be done through a third-party agency. The Management's decision will be final while considering the reports of such verification. Your appointment will be subject to the confirmation of such verification results

For Verisk Analytics India Pvt. Ltd.

Raga Sandhya Mallu
Senior Manager, Human Resources

Acceptance:	Signature:	
I understood and accept the terms and conditions as mentioned therein.	Name:	<u>Archana Akula</u>
	Date:	<u>10-12-21</u>



Annexure A

Employee Name: Archana Akula
Role: Software Engineer I

Annual Fixed Compensation	Monthly (INR)	Annual (INR)
Basic	20,000	240,000
HRA, Conveyance & Other Allowances	30,000	360,000
Employee Gross Salary	50,000	600,000
Employer PF Contribution	2,400	28,800
Sodexo Food Coupons	1,100	13,200
Total	53,500	642,000
Annual Variable Compensation		Target
Target Performance Bonus %	-	10.0%
Performance Bonus Amount^	-	60,000
Potential Annual Compensation (INR)	-	702,000
^ Performance Bonus can vary between 0 and the Target Bonus or higher based on the Employee's performance as well as the Company's performance.		

Annual Estimated Cost of other Benefits	Annual (INR)
Family Health, Personal Accident, Life Insurance , Gratuity, Employee Teambuilding , Wellness etc.,	51,000

Total Compensation (Benefits Inclusive)	Total**	753,000
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For Verisk Analytics India Pvt. Ltd.

Raga Sandhya Mallu
Senior Manager, Human Resources

Acceptance:	Signature:	
I understood and accept the terms and conditions as mentioned therein.	Name:	Archana Akula
	Date:	10-12-21



Annexure B

BENEFITS:

A. Health Care/Medical:

Group Medical Insurance:	<ul style="list-style-type: none">▪ Medical insurance coverage, with an annual limit of INR 5,00,000 for employee and upto five dependent members of the family (including parents), based on eligibility.▪ Coverage includes<ul style="list-style-type: none">a. Pre-existing diseasesb. Maternity benefit entitlement up to a sub-limit of Rs. 75,000/-c. Day one coverage for newborn children,d. Waiver of first year exclusions and also of 30 days waiting period.▪ Employee and the immediate family (three members) to be supported.▪ Cashless facility available in all Network hospitals.
Group Personal Accident Insurance Coverage:	<ul style="list-style-type: none">▪ Employee is covered under the Personal Accident insurance for upto INR 500000.▪ The coverage includes compensation in the case of disability caused by accidents.
Group Life Insurance Coverage:	<ul style="list-style-type: none">▪ Employee is covered under the Life insurance for approximately up to Three times the annual gross salary.
Wellness Benefit	<ul style="list-style-type: none">▪ Employees, who meet the eligibility requirements, will be reimbursed for expenses up to INR 5000 per annum related to health and wellness claims, on submission of the relevant receipts. This is a one-time payment.



B. Learning & Development:

Tuition reimbursement:	<ul style="list-style-type: none">▪ Employees, who meet the eligibility requirements, will be reimbursed the tuition fees for job related or future job-related courses subject to necessary approvals and on submission of the relevant receipts. This is subject to applicable taxes.
Soft skills training:	<ul style="list-style-type: none">▪ Employees can attend, the soft skills training sessions organized by the company for self-development.
Training/Conferences:	<ul style="list-style-type: none">▪ Employees will be allowed to attend training and conferences based on relevance to ongoing work or plans in the employee's group, based on approval from the group Manager.
Professional certifications: (CEEM, Are, AINS etc., Certifications)	<ul style="list-style-type: none">▪ Employees will be allowed to get professional certifications, based on relevance to ongoing work or plans in the employee's group, based on approval from the group Manager.

C. Retirement benefits:

Provident Fund:	<ul style="list-style-type: none">▪ Company will contribute 12% of basic salary and match the employee contribution of 12% of basic salary
Gratuity:	<ul style="list-style-type: none">▪ As per the act, after the completion of 5 years of continuous service with the company, the employee will be eligible for 15 days of basic salary (last drawn) for every completed year of service.



D. Leave/Vacation and Paid holidays:

Paid Leaves	<ul style="list-style-type: none"> Employees are entitled to 20 days of earned leave per year. One additional day is added for every service anniversary.
Casual Leaves	<ul style="list-style-type: none"> Employees are eligible to 10 Days of Casual leaves in a year. These are not en-cashable or non – transferrable to the following calendar year.
Leave Encashment	<ul style="list-style-type: none"> Leave encashment can be done up to a maximum of all unused paid leaves. Leaves can be accrued to a maximum cap of 20 days per annum. The encashment of leaves will be a day's salary and is done only at the time of separation.
Maternity leave:	<ul style="list-style-type: none"> Female Employees are entitled to maternity benefit for 182 days in all whether taken before or after childbirth. This can be availed twice in their term of service with the company.
Paternity leave:	<ul style="list-style-type: none"> Male Employees are entitled for a paternity leave for 5 working days in all and this can be availed either before or after childbirth. This can be availed twice in their term of service with the company.
Paid Holidays:	<ul style="list-style-type: none"> Employees are eligible to take 12 Paid Holidays, as per the list of holidays declared by the company. There will be 2 Optional Holidays given on special conditions. This will be at the discretion of the Management.
Bereavement Leave	<ul style="list-style-type: none"> Employees are entitled for a Bereavement Leave for 5 working days in case of unfortunate demise of immediate family member.



	<ul style="list-style-type: none"> ▪ The family members include- Parents, In Laws, Siblings Only.
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E. Miscellaneous benefits:

Meal vouchers:	<ul style="list-style-type: none"> ▪ Employees will be provided with tax free meal Card for INR 1100 per month. This is auto recharged every month.
Employee Referral Program:	<ul style="list-style-type: none"> ▪ Employees can refer candidates for open positions and will be eligible for referral bonus, if the referred candidates get selected*. ▪ The payout ranges from INR 5000 – INR 30000 based on the grade and experience of the hired candidate. *Conditions apply. Please refer to the policy for details.

F. Corporate Social Responsibility (CSR) -

CSR Initiatives:	<ul style="list-style-type: none"> ▪ Verisk takes pride in giving back good to the society and conducts a week of 'CSR activities'. ▪ This includes- Blood donation campaigns, Green-initiatives, Adoption of a school and setting up science laboratories., Sharing lunch and many more...
Verisk Charity:	<ul style="list-style-type: none"> ▪ Verisk is dedicated to corporate citizenship and committed to helping organizations that reflect our expertise and values. As a welcome gift, we share the spirit of giving by making a charitable donation in celebration of you. This includes ▪ Empowering Business to Empowering Girls- a gender equality initiative at workplace



	<ul style="list-style-type: none"> ▪ Energy for Impact – working with local business to improve quality of live for millions of people ▪ Geo Hazard International – whose mission is to end preventable death and suffering using solutions (analytics) and ▪ International Rescue Committee – Responds to world's humanitarian crisis (Food, livelihood, disaster rescue and recovery etc.,)
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G. Incentive & Reward Programs

Verisk way to Go Awards:	<ul style="list-style-type: none"> ▪ This recognition bonus is given out to an employee to recognize the key accomplishments in ongoing work and to recognize specific contributions in a quarter. An Award of INR 10000 is awarded.
Service Anniversary Awards	<ul style="list-style-type: none"> ▪ This bonus is given to employees completing 3, 5, 10, 15, 20 and 25 years of Service. ▪ This may range from INR 5000 to upto INR 100000.

- Please refer to the company policy documents for more details and all the benefits are subject to the conditions mentioned in the policy documents.
- Please note that the company in its sole discretion reserves the right to modify/amend the policies and benefits.



Abhishek
18241A05U0
CSE-E

November 11, 2021

Abhishek Yerram
Kompally, Hyderabad
Telangana
500014

Sub: Internship and Pre- Placement Offer –Verisk Analytics

Dear Abhishek,

We are pleased to let you know that you have been selected to be a part of Verisk Analytics. This is further to our interviews and subsequent discussions, we are extending an internship position as well as a pre-placement offer.

You will be joining Verisk Analytics India Pvt. Ltd. as an "Intern" effective **January 19,2022** Unless extended by mutual consent, this internship agreement shall end on **June 30,2022**.

Upon successful evaluation of your performance during the internship and successful completion of your education (without any backlogs), you will be inducted as a full-time employee effective **July 01,2022**. As a full-time employee, you will be a part of the Quality Assurance group at mutually agreed terms and conditions.

This offer shall be under Service Agreement for Two (2) Years from the date of commencement of your fulltime employment. The agreement also states that if an employee decides to leave the organization during the internship period or before the service agreement period, he/she needs to pay back to the organization an amount of One (1) Lakh Rupees.

Following shall be the terms of your Internship and Fulltime employee status.

1. As an intern the following terms and conditions would apply.

- a. For the services you render to the company, you will be paid a stipend of INR 25,000/- per month (Rupees Twenty-Five Thousand only).
- b. No other expenses apart from above shall be paid/reimbursed during your internship tenure. However, you will be entitled to medical, accident, life insurance benefits and other benefits as provided by the organization.
- c. You will be eligible for one day (1 day) Leave every month during this internship period. However, the approval of the same vests with your reporting manager during this tenure.

T. Saisashank
18241A0554
CSE - A



APPOINTMENT LETTER

February 10, 2022

Dear TADIVAKA SAI SASHANK,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I TADIVAKA SAI SASHANK, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: TADIVAKA SAI SASHANK

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- Group Term Life Insurance:** Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ Signature TADIVAKA SAI SASHANK 10/2/2022 12:35 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800

22999161

S. Bhavith Sai

18241A05B3

CSE-B



APPOINTMENT LETTER

April 5, 2022

Dear S Bhavith sai,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

S. Anil Reddy

18241A05H0

CSE-C



March 4, 2022

Dear Sheri Reddy,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an Intern at Wipro.

2. Duration of training

The duration of internship will be 10 to 16 weeks starting from March 10th. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training with Wipro.

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.



APPOINTMENT LETTER

January 24, 2022

Dear Manasha Thottempudi,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

19245A0533
V. Lathasri
CSE - E



APPOINTMENT LETTER

January 21, 2022

Dear Lathasri Velmal,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ Signature Lathasri Velmal 21/1/2022 7:16 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru W : wipro.com
560 035



19245A0581

V. Divya,

CSE-F.

ENERGYTECH GLOBAL PVT LTD
Module No.404, 4th Floor, EMDBP Building,
NSIC Marketing-cum-Business Park,
Kushaiguda, Hyderabad, TG 500062 IN

Dear Vasara Divya,

Subsequent to our discussions, we are delighted to extend this offer of employment for the position of Software Analyst in EnergyTech Global on the following terms:

Date of Joining	The appointment will commence from 1 st June 2022(Tentatively)
Probation Period	You will be on probation for three months from the date of joining
Compensation	Your gross compensation will be INR 5,50,000 (Rupees Five Lakhs fifty thousand rupees only) per year. It includes standard benefits and flexible benefits. Details of compensation, benefits, and other terms of employment will be provided in a separate employment contract.
Place of Posting	You will be posted in Hyderabad. However, the job may require you to go anywhere in India or abroad as per the requirements of the organization from time to time
Internship	<p>You will be given an internship opportunity at EnergyTech Global from the 01st of February 2022, and you are expected to work a minimum of 30 hours a week.</p> <p>During this period, you will not receive a salary, wages, or other compensation. However, EnergyTech will provide a nominal stipend of INR 10,000 (Rupees ten thousand only) per month.</p> <p>As an intern, you will be entitled to our employee benefits such as staff breakfast and lunch. Your internship is expected to end on 31st May 2022.</p> <p>During your internship, you may have access to trade secrets and confidential business information belonging to EnergyTech Global and its associated companies. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. By accepting this offer, you agree that you will observe all policies and practices governing the conduct of our business and employees at EnergyTech Global throughout your internship.</p>

You shall abide by the policies and rules made and modified by the organization from time to time. Kindly sign and return a copy of the letter as a token of your acceptance of the appointment.

We welcome you to EnergyTech Global Pvt. Ltd. and wish you success in your new career.

With best wishes,

For ENERGYTECH GLOBAL PRIVATE LIMITED.

Niketa Chadha
Senior HR Manager
Place: Hyderabad
Date: 13th Jan 2022



APPOINTMENT LETTER

February 24, 2022

Dear Pavitra Ambati,

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

1. Appointment Details:

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



APPOINTMENT LETTER

K. Dinesh Reddy
18241A05V1
cse-F

January 14, 2022

Dear Dinesh Karumuri,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:



APPOINTMENT LETTER

January 18, 2022

Dear Sanjana Gourishetty,

19245A0508

G. Sanjana

CSE-B.

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

Date: October 14, 2021

Ref: LTI/HR/EN6/Campus/2022

Name: Pisati ajay kumar reddy

College: Gokaraju Rangaraju Institute of Engineering and Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Pisati ajay kumar reddy,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a Graduate Engineer Trainee. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be Rs.35000 as per the details mentioned in 'Annexure-1'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'. Your appointment is in accordance with the Apprentices Act, 1961.
5. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in 'Annexure-3'.
6. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this Graduate Engineer Trainee Offer Letter on the CampBuzz Portal (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under Bouquet of Benefits (BOB).

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

H. Satya Akash
18241A05010
CSE -F

Date: October 14, 2021

Ref: LTI/HR/EN6/Campus/2022

Name: Hanumanthu Satya Akash

College: Gokaraju Rangaraju Institute of Engineering and Technology

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Hanumanthu Satya Akash,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

Medical Insurance Premium:

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Date: NOVEMBER 24, 2021
To: MANCHALA MANISH
From: KIM CASTELDA, on behalf of Magnitude Software Pvt. Ltd.

EMPLOYMENT AGREEMENT

Dear Manish,

We are pleased to make you this offer and we look forward to a long and fruitful association upon your acceptance of this Employment Agreement on the terms and conditions below.

This Employment Agreement ("Agreement") is by and between:

Magnitude Software India Pvt. Ltd., and having its registered office at 6th Floor, Rajapushpa Summit, #2-58, Survey No. 115/1 & 130/P, Financial District, Nanakramguda, Serlingampally Mandal, Hyderabad - 500 008, Telangana, India hereinafter referred to as "Company" or "Employer," (which expressions shall, unless it is contrary to the context or meaning thereof, be deemed to mean and include its successors and assigns); and

Manchala Manish, residing at 10-34/2, Sanjay Gandhi Nagar, Shapur Nagar, IDA Jeedimetla, Hyderabad - 500 055 hereinafter referred to as the "Employee".

The Company and Employee shall hereinafter jointly be referred to as the "Parties" and severally as the "Party".

Recitals:

- A. Whereas, the Company is engaged in the business of, *inter alia*, software solutions for Enterprise Information Management market ("Business"); and
- B. Based on the disclosures and representations made by the Employee, including, but not limited to, academic education, background and work experience, the Company desires to engage the Employee in a **Intern** position and the Employee desires employment at the Company; upon the terms and conditions contained in this Agreement and the Company's Policies (as defined hereinafter).

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH HEREIN, THE COMPANY AND THE EMPLOYEE HEREBY AGREE AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

In this Agreement:

- 1.1 "Affiliate" means any Person that directly or indirectly through one or more intermediaries, controls or is controlled by or is under the common control as that of the Company;

- 3.3 The Employee shall perform Employees' duties and responsibilities primarily at the Company offices in Hyderabad. The Company may, at its sole discretion, second, depute, assign and/or transfer the Employee to any other office of Company in India or overseas or to any Affiliates of the Company or to any third parties. The Employee may also be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his/her duties.
- 3.4 While in the employment of the Company, the Employee is not allowed to be employed in any other organization on a permanent, temporary or part-time basis or offer his/her services with or without consideration to any physical person, legal entity or public authority or be occupied in the Employee's own business, without the prior written consent of the Company. The Employee shall comply with all directions given to the Employee by the Company and faithfully observe all the rules, regulations, and arrangements applicable to the Employee.
- 3.5 The Employee is required to disclose in writing to the Company all of the Employee's business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might in the future be a conflict of interest between the Company and the Employee or any of Employee's immediate relatives. The Employee agrees to disclose fully to the Company in writing any such interests or circumstances, which may arise during Employee's employment immediately upon accruing of such interest or occurring of any such circumstances.
- 3.6 During the term of the Employee's employment with the Company, the Employee is required to be medically fit to perform the services assigned to the Employee from time to time. As to whether the Employee is medically fit, is an issue, which will be professionally determined, by the Company and the Employee shall be bound by such determination. The Employee may accordingly be required to undergo periodical medical examination as and when directed by the Company.
- 3.7 During the term of employment and at all times thereafter, the Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.
- 3.8 The Employee will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. The Employee shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to the Employee's employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, the Employee represents and covenants that the Employee has not, and shall not, at any time, during his employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a

- 5.1.2 Contact and/or attempt to contact any of the existing or prospective clients (*i.e.* any person or organization with whom the Company and/or its Affiliates is in advanced stages of exploring a professional or business relationship) of the Company and/or its Affiliates to entice such clients away from the Company and/or its Affiliates or to damage in any way their business relationship with the Company and/or its Affiliates or for the provision of substantially the same services provided to such clients by the Company and/or its Affiliates; or
- 5.2 The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of 12 months following the date of termination of Employee's employment with the Company ("Termination Date"), the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the term of employment or (iii) it is obvious to the Employee.
- 5.3 It is agreed by and between the Parties that the employment with the Company and the compensation payable under this Agreement shall be sufficient consideration for this Clause.
- 5.4 The Employee hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause 5 are reasonable and fair and will not preclude the Employee from earning a livelihood, nor will they unreasonably impose limitations on the Employee's ability to earn a living. In addition, the Employee agrees and acknowledges that the potential harm to the Company of the non-enforcement of this Clause outweighs any potential harm to the Employee by this Agreement and has given careful consideration to the restraints imposed upon the Employee by this Agreement, and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information and Intellectual Property of the Company now existing or to be developed in the future. The Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to subject matter, time period and geographical area.
- 5.5 It is expressly understood and agreed by the Parties that although the Employee and the Company consider the restrictions contained in this Clause 5 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.



in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct of the Employee, (ii) the Employee's breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to the Employee by persons so authorized, (iv) the Employee's insolvency or conviction for any offence involving moral turpitude, (v) breach by the Employee of any terms of this Agreement or the Company's Policies or other documents or directions of the Company, (vi) irregularity in the Employee's attendance, or his/her unauthorized or unapproved absence from the place of work for more than seven (7) consecutive working days, (vii) the Employee going on or abetting a strike in contravention of any law for the time being in force, (viii) the Employee conducting himself/herself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (ix) the Employee's misconduct as provided under the labour laws or Company Policies.

- 7.4 Termination upon Total Permanent Disability or Death of Employee:** This Agreement shall automatically terminate upon the Employee's total permanent disability, or death.
- 7.5 Retirement:** The Employee will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company.
- 7.6 Offer on Liquidation:** If the employment of the Employee is terminated by reason of the liquidation of the Company in case of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganisation of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee shall have been offered employment with the entity succeeding to the Company upon such event on terms no less favourable to the Employee than the terms in effect under this Agreement then the Employee shall have no legal or contractual claim against the Company by reason of the termination of the employment.
- 7.7 Garden Leave during Notice Period:** The Company may, in its absolute discretion, require the Employee at any time during the Notice Period not to attend the Employee's place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to the Employee by the Company. The Employee shall continue to be employed by the Company during such period and therefore shall be eligible to receive the Employee's full pay and benefits during any such period. During any such period, the Employee shall (i) notify the Company of any change of address or contact details, (ii) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (iii) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (iv) continue to be bound by the express and implied duties of the Employee's employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave shall be offset against any annual leave of the Employee.

- 9.2 The Employee may be entitled to receive compensation under the Employees' Compensation Act, 1923 (if applicable) in case any personal injury is caused to the Employee by way of an accident arising out of and in the course of Employee's employment with the Company, unless the payment obligation is covered by the insurance policies taken by the Company on the Employee's behalf.
- 9.3 The Company provides for maternity benefits to eligible employees in accordance with the Maternity Benefit Act, 1961 (if applicable). Please refer to the Company policies for further information in this regard.

10 NOTICES

- 10.1 Any notices required or permitted hereunder shall be given to the appropriate Party at the address specified above or at such other address as the Party shall specify in writing, or by facsimile. Such notice shall be deemed given upon personal delivery to the appropriate address or if sent by certified or registered mail, three (3) days after the date of mailing. Such notice shall be given upon generation of a facsimile transmission confirmation receipt if sent by facsimile.

If to the Company:

Attention: H R, Magnitude Software India Pvt. Ltd.

Address: 6th Floor, Rajapushpa Summit, Nanakramguda, Hyderabad – 500 008 India. along with a copy by e-mail to. indiainfo@magnitude.com

If to the Employee:

At the address provided in this Agreement or the address as available in the Company's records, or at the following e-mail address bollina.tanusha@gmail.com

- 10.2 Any change in the address of either the Company or the Employee shall be notified to the other Party in the same manner mentioned hereinabove.

11 REPRESENTATIONS AND COVENANTS

- 11.1 The Employee hereby represents to and covenants with, the Company that:

- 11.1.1 (i) he/she has been provided with a copy of this Agreement (including Annexure 1 which are expressly incorporated herein) for review prior to signing it (ii) that he/she has reviewed the Agreement and that he/she understands the terms, purposes and effects of this Agreement, (iii) he/she has signed the Agreement only after having had the opportunity to seek clarifications; (iv) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her (v) he/she has executed this Agreement of his own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees (vi) this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Company; (vi) he/she has all requisite power and authority, and does not require

representatives, successors and assigns. Neither this Agreement nor any right or interest hereunder shall be assignable by the Employee, his/her beneficiaries, or legal representatives without the Company's prior written consent; provided, however, that nothing in this Clause 12.5 shall preclude the Employee from designating a beneficiary to receive any benefit payable hereunder upon his/her death, or the executors, administrators, or other legal representatives of the Employee or his/her estate from assigning any rights hereunder to the person or persons entitled thereunto. This Agreement shall be assignable by the Company to a subsidiary or affiliate of the Company; to any corporation, partnership, or other entity that may be organized by the Company, its general partners, or its officers, as a separate business unit in connection with the business activities of the Company or of its general partners or officers; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership, or other entity or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

- 12.6 **Indemnification:** The Employee shall indemnify the Company for any and all losses, liabilities, claims, actions, costs and expenses, reasonable attorney's fees and court fees resulting to Company as a result of any wrongful act or omission on the Employee's part done while serving as an employee of the Company.
- 12.7 **Authorisation:** In the event of termination of the employment of the Employee, the Employee hereby grants consent to the Company to notify any new employer of the Employee and/or any third party about the obligations of the Employee under this Agreement. If necessary, the Company has a right to disclose this Agreement to any new employer or third parties.
- 12.8 **Governing Law and Jurisdiction:** This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement. The Parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Hyderabad and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.
- 12.9 **Waiver:** No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.
- 12.10 **Severability:** If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid or excessively broad by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to Persons, or circumstances other than those with respect to which it is held invalid shall not be affected.
- 12.11 **Data Privacy:** The Company may, in connection with the Employee's employment, collect personal data including sensitive personal data relating to him/her. Such data

employment with the Employer regardless of the manner in which it has been furnished, including, without limitation, any and all financial information, technical data, customer lists, sales, marketing and business plans, operating procedures, personnel data and agreements, technical data/know-how, clinical trial dossiers, bio-equivalency studies, drawings, photographs, specifications, standards, manuals, reports, formulae, source, executable and object code, information, lists, trade secrets, computer programs, computer software, computer data bases, research products, processes, strategies, customers and any list, description or other grouping of customers, internal procedures, employees' business opportunity which the Employer considers to be confidential and which is identified by Employer as confidential, or which might, fairly be considered to be of a confidential nature and which may be furnished by Employer to Employee during the period of this Agreement, all information in Employer's business environment as well as all information disclosed by Employer, whether directly or indirectly, to Employee in connection with this Agreement or the services, regardless of whether marked as "confidential," "restricted" or other similar designation and whether or not such information is oral and if orally disclosed, subsequently confirmed as confidential in writing, written, printed, contained on computer disc or otherwise represented.

- 2.2 Employee will use Confidential Information only for purposes of his employment with Employer. Employee will disclose Confidential Information only to those who have a need to know it and who have permission to receive it. Employee will take special care in public places (e.g., restaurants, airplanes, elevators) to ensure that even casual conversation or inadvertent displays of written material do not lead to the disclosure of any Confidential Information. Employee will not remove materials containing any Confidential Information from Employer's premises without appropriate permission. After his employment with Employer, Employee will return all Confidential Information to Employer.

3. Third Party Information.

Employee acknowledges that, in addition, Employer has received and in the future will receive from third parties, Confidential or Proprietary Information ("Third Party Information") subject to a duty on Employer's part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of Employee's employment with Employer and at all times thereafter, Employee shall hold Third Party Information in the strictest confidence and will not disclose (to anyone other than Employer's personnel who need to know such information in connection with their work for Employer) or use, except in connection with Employee's work for Employer, Third Party Information unless expressly authorized by an officer of Employer in writing.

behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the aforementioned Clauses with the same legal force and effect as if executed by him/her. Employee hereby waives and quitclaims to Employer all claims, of any nature whatsoever, which he/she now or may hereafter have for infringement of any Work Product assigned hereunder to Employer.

6. Enforcement of proprietary rights.

Employee shall assist Employer in every proper way to obtain and from time to time enforce United States and foreign proprietary rights relating to Employer's inventions in any and all countries. To that end, Employee shall execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as Employer may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, Employee shall execute, verify and deliver assignments of such proprietary rights to Employer or its designee. It shall be Employee's obligation to assist Employer with respect to proprietary rights relating to such Employer inventions in any and all countries beyond the termination of Employee's employment, but Employer shall compensate Employee at a reasonable rate after Employee's termination for the time actually spent by Employee at Employer's request on such assistance.

7. Prior Inventions.

Inventions, if any, patented or unpatented, that Employee made prior to the commencement of Employee's employment with Employer are excluded from the scope of this Agreement. To preclude any possible uncertainty, Employee has set forth on Exhibit A attached hereto a complete list of all inventions that Employee has, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to commencement of Employee's employment with the Employer, that Employee considers to be Employee's property or the property of third parties and that Employee wishes to have excluded from the scope of this Agreement (collectively referred to as "Prior Inventions"). If disclosure of any such inventions on Exhibit A would cause Employee to violate any prior confidentiality agreement, Employee understands that Employee is not to list such inventions in Exhibit A but is to inform Employer only the cursory name of such invention, a list of party (ies) to whom it belongs and the fact that full disclosure as to such inventions has not been made for that reason. If no such disclosure is attached, Employee represents that there are no Prior Inventions. If, in the course of the term of Employee's employment with Employer, Employee incorporates a Prior Invention into a Employer product, process or machine, Employer is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sublicenses) to make, have made, modify, use and sell such Prior Invention. Employee hereby agrees, that, in the event that Employee incorporates a Prior Invention into a Employer product, process or machine, such incorporation shall

EXHIBIT A

to

EMPLOYEE PROPRIETARY INFORMATION AND INVENTIONS ASSIGNMENT

TO: Magnitude Software India Pvt. Ltd.

FROM: Bollina Devi Sai Tanusha

DATE: _____

SUBJECT: Intellectual Property

Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my employment by **Magnitude Software India Pvt. Ltd.** (the "**Company**"), that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by the Company:

☒ No inventions or improvements.

☐ See below:

☐ Additional sheets attached.

1. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party (ies):

Invention or Improvement	Party (ies)	Relationship
--------------------------	-------------	--------------

- | | | |
|----|-------|--|
| 1. | _____ | |
| 2. | _____ | |
| 3. | _____ | |

☐ Additional sheets attached.

Signature



A-Sai Charan

18241A05A8

CSE-B

Dated: 28th January, 2022

Dear Charan,

Congratulations!!! For having been selected as a **Trainee-T1** with **Vuchi Media (P) Ltd.**, following your recent interview.

We knew that you were determined to get on into the organization and that you had the necessary skills and personal qualities which would allow you as well as **Vuchi Media (P) Ltd** to progress further.

We truly appreciate the unstinting service and level of support which you intend to give to the organization.

On behalf of all of the team, I would like to wish you all the very best in your new position. I'm certain that you will thrive in your new environment and that you'll relish all the challenges that come your way. It will be a pleasure to have you as a member of the team. Congratulations once again.

Thanking you

With my very best wishes,

Venkata Karthik
Associate Director - Human Resources,
Vuchi Media (P) Ltd

A.Sai Charan 2022-02-01

Employee Signature with Date _____ Page 1 of 4

MediaMint (A unit of Vuchi Media Pvt Ltd.)

5th Floor, Gutenberg IT Park, Kalajyothi Road, Kondapur, Hyderabad 500084.

+91 90300 62601, +91 90300 62602 | info@mediamint.com | www.mediainit.com

Zippr: MDMT1000



Offer Letter

We are pleased to offer you a position as **Trainee-T1**, at Vuchi Media (P) Limited ("Company"), starting on **01st February, 2022**. Your primary duties will include, but are not limited to, supporting the business activities of the Company. Your duties will also include such other responsibilities that the Company may assign to you. Your role and reporting relationship may also change based on your performance as the Company evolves.

You will devote your best efforts to the performance of your job for the Company and shall work such hours as may be necessary for effectively discharging your duties towards the Company. Your availability should be a must for all weekend or important meetings. You are expected to balance your college and office life and operate effectively.

Appointment

Your date of appointment is effective from the date of joining, which shall be **01st February, 2022**. The period of training will be for 3 months starting **01st February**.

Vuchi Media (P) Ltd. reserves the right to give a 1week advance notice on availability for an extended time period upon mutual Agreements. Beyond the initial 3 months, your employment with the Company will not be for any specific period of time and is "at will". This means that both you and/or the Company are each free to terminate your employment relationship at any time for any reason, with or without cause, or for no reason at all, with two (2) week's written notice after the first 3 months of the contract period.

2. Compensation

Your starting stipend will be **15000 Indian Rupees** per month, on a cost-to-company basis. The stipend payable to you is on a cost to company basis and the Company has the right to structure the components of the stipend accordance with applicable laws and its policies in that behalf.

The Company will pay, or reimburse you for, all pre-approved, reasonable and adequately substantiated expenses you incur in connection with the performance of your duties, provided that you obtain appropriate advanced approvals of such expenses.

3. Code of Conduct

The Company may require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

A.Sai Charan 2022-02-01

Employee Signature with Date _____ Page 2 of 4

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Zippr: MDMT1000

4. Responsibilities

a. In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of Vuchi Media (P) Ltd., whether directly or indirectly.

b. You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

5. Conflicts of Interest & Non-Disclosure:

a. Your position as a Trainee with Vuchi Media (P) Ltd, you will devote your time and attention to the activities of Vuchi Media (P) Ltd. business entrusted to you.

b. You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to Vuchi Media (P) Ltd. which may be your personal privilege to know by virtue of being in the employment of the company.

6. Termination:

A request for resignation can only be encouraged on a given notice of not below 15 days.

You will be liable for termination from service by the Company without notice if: Any declaration given by you or testimonials furnished by you to the Company proves to be false, or, You are found to have willfully suppressed any material information, or, You are found to have indulged in financial irregularities; or You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Upon termination of your employment, for any reason whatsoever, you shall immediately hand over all papers, documents, security pass and/ or identity card and other property belonging to the Company which may be in your possession or custody, and hereby undertake not to make or retain copies in any form or replica of any such items.

In the event that you want to terminate your employment with the Company, you be will required to give a minimum of 15 days' notice, to enable smooth transition

A.Sai Charan 2022-02-01

Employee Signature with Date _____ Page 3 of 4

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Zippr: MDMT1000



We look forward to you joining Vuchi Media (P) Ltd. Private Limited and are confident that the association shall be mutually rewarding.

Sincerely,

Venkata Karthik
Associate Director - Human Resources

Employee

Sai Charan Atelly

I have read, understood, agree and accept all of the above terms.

A.Sai Charan 2022-02-01

Signature Date
SAI CHARAN ATELLY

Full Name
ATELLY SAI CHARAN

Permanent Address
HNO:9-5 VELVARTHY VALIGONDA
ADADRI BHONGIR

Vuchi Media Private Limited
PROPRIETARY INFORMATION AND INVENTIONS AGREEMENT

In consideration of my employment by Vuchi Media Private Limited ("Company"), I hereby agree as follows:

1. Definitions.

(a) "Intellectual Property Rights" means any and all (by whatever name or term known or designated) tangible and intangible right, title, interest, and benefit (including, without limitation, to make, use, or sell under patent law; to copy, adapt, distribute, display, and perform under copyright law; and to use and disclose under trade secret law), whether now known or hereafter existing, including, without limitation (a) rights associated with works of authorship throughout the universe, including, but not limited to copyrights, moral rights, and mask-works, (b) trademark and trade name rights and similar rights (including all goodwill associated with such marks, names and rights), (c) trade secret rights, (d) patents, design and other industrial property rights, (e) all other intellectual property and proprietary rights (of every kind and nature throughout the universe and however designated) (including, without limitation, character rights, "rental" rights and rights to remuneration), whether arising by operation of law, contract, license or otherwise, and (f) all registrations, provisional applications, applications, renewals, extensions, continuations, divisions or reissues thereof now or hereafter in force throughout the universe (including, without limitation, rights in any of the foregoing).

(b) "Proprietary Information" means trade secrets, confidential knowledge, data or any other nonpublic information of Company. By way of illustration but not limitation, "Proprietary Information" includes (1) all information embodying or relating to Company's Intellectual Property Rights which Company has not made public; and (2) information regarding plans for research, development, new products, marketing and selling, business plans, business opportunities, procedures, methods, budgets and unpublished financial statements, licenses, prices and costs, suppliers and customers; and information regarding the skills and compensation of other employees of Company. "Proprietary Information" does not include information that (i) is in the public domain by reason of prior publication not directly or indirectly resulting from my act or omission, (ii) was already properly known to me (other than in connection with this arrangement) without restriction at the time of Company's disclosure to me or (iii) was independently developed by me without use of Proprietary Information or Company facilities or materials. Without limiting the generality of the foregoing, "Proprietary Information" does not include information or techniques which are generally known in my industry and which are not specific to Company or the services to be performed in connection with my employment by Company.

(c) "Third Party Information" means any information, knowledge, or data that Company, its contractors, or I receive from any third party (including any parent, subsidiary, related or affiliated entity of such third party) directly or indirectly, in tangible or intangible form, or which Company, its contractors, and/or I develop while providing services to such third party, if such information, knowledge or data would be Proprietary Information if owned by Company, or if such third party has received it in confidence from others, or if Company is otherwise obligated to maintain the confidentiality of such information and to use it only for certain limited purposes.

(d) "Works" includes all materials that I create, develop or conceive, either alone or jointly with others, (1) during the period of my employment with Company, (2) as a consultant working for Company, and (3) within one year after my employment with Company, if such materials relate to the actual or anticipated business activities of Company and/or its customers, or are suggested by work that I am performing for Company and/or its customers and shall include, without limitation, inventions, innovations, works of authorship, ideas, products, devices, equipment, information, data, databases, systems, lists, computer source code and object code (including, without limitation all specific implementations thereof, such as html encoded files and other files intended for use in electronic communications networks and systems), mask works, drawings, artwork, notes, memoranda, specifications, devices, formulas, and documents of any nature; any computer program, modification, addition, enhancement, new version, sequel, adaptation, design, plot, theme, character, concept, audiovisual display, or interface element, in any medium or form whatsoever, whether interactive or linear and whether now known or unknown, that is derived in any manner from the work that I perform for Company, or any part or aspect thereof, or that uses or incorporates any materials or any tangible component thereof or Intellectual Property Right contained within any larger project with which I am involved as an employee or consultant of Company; any derivative work of any material that I create as an employee or consultant of Company, and thereafter during the period described above, or any material owned and/or provided by the customer (including an affiliate of the customer) to which Company is providing services, or any aspect thereof, including, without limitation, any computer programming incorporated in any of the foregoing; and any and all copies thereof, whether stored electronically or made tangible through any other medium.



Employee Signature with date A.Sai Charan 5

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2. Recognition of Company's Rights; Nondisclosure.

(a) Proprietary Information. At all times during the term of my employment and thereafter, I will hold in strictest confidence and will not disclose, use, lecture upon or publish any of Company's Proprietary Information, except as such disclosure, use or publication may be required in connection with my work for Company, or unless an officer of Company expressly authorizes such in writing. My nondisclosure obligation hereunder includes the obligation not to disclose any portion of a Work containing Proprietary Information or from which the nature or content of the Proprietary Information may be reasonably deduced. My nondisclosure obligation hereunder shall continue until the Proprietary Information ceases to be Proprietary Information, unless applicable law requires that the obligation terminate after a specific term, in which event the obligation shall terminate at the end of the longest term permitted by law.

(b) Third Party Information. During the term of my employment and thereafter, I will also hold Third Party Information in the strictest confidence and will not disclose, use, publish or divulge Third Party Information to any person, firm or corporation, in any advertising regarding Company or in any manner or connection whatsoever (to anyone other than Company personnel who need to know such information in connection with their work for Company), unless expressly authorized by an officer of Company in writing and an authorized representative of the third party or parties from whom the information is received. My nondisclosure obligation hereunder includes the obligation not to disclose any portion of a Work containing Third Party Information or from which the nature or content of the Third Party Information may be reasonably deduced.

(c) Legal Obligation. In the event that I or any of my representatives are under legal obligation in any administrative or judicial circumstances to disclose any Proprietary Information or any Third Party Information, I shall forthwith and promptly notify Company of the same so that the Company may obtain an appropriate protective order.

3. Assignment of Works and Intellectual Property Rights.

(a) Work for Hire and Assignment. I acknowledge that all Works that constitute original works of authorship and are made by me (solely or jointly with others) within the scope of my employment are authored by me under instructions from and for and on behalf of the Company and shall be owned absolutely and exclusively by the Company. To the extent that the ownership of any Work (or the Intellectual Property Rights contained therein) does not vest in the Company by operation of law or otherwise, I hereby agree that I am assigning and will assign to Company on a worldwide perpetual basis all my right, title and interest in and to any and all Works and the Intellectual Property Rights contained therein. I agree that I will take such additional actions and execute such other documents as Company may request to vest absolute title to the Works in Company, and to the extent that I am legally prevented from transferring all of my rights in any Works to Company, I will take such actions as Company requests to achieve the parties' intentions under this Section 3 to the fullest extent permitted by law. I acknowledge and confirm that the ongoing employment remuneration received by me from the Company constitutes adequate and sufficient consideration for the above assignment.

(b) Moral Rights. To the extent that my work for Company results in the creation of any rights of paternity, integrity, disclosure and withdrawal or any other rights in connection with the Works that may be known as or referred to as "moral rights," I hereby waive all such rights in favor of Company and grant to Company the right to modify any Works in connection with the development, manufacturing, marketing, distribution, public performance and/or public display of the such Works, either separately or as incorporated into any project or projects currently or subsequently undertaken by Company. I further agree not to institute or authorize any other party to institute any action on the grounds that Company's use of any Works, now or in the future, constitutes an infringement of any of my moral rights or are in any way a distortion, mutilation or other modification of the Works to the prejudice of my honor or reputation.

(c) Rights of Publicity. To the extent that any Works incorporate the use of my name, or pictures, drawings, images, or caricatures of me, including, without limitation, computer-generated drawings and images, I irrevocably and absolutely consent that any and all such materials be used, published, copied, in whole or in part, without personal identification, for illustration (including incorporation into Company's products), trade, advertising, marketing, and promotion of Company and its products in any medium. I release and discharge Company, its assigns and designees (including any agency, client, broadcaster, electronic bulletin board or internet service provider, periodical or other publication) from any and all claims and demands arising out of or in connection with the use of such materials, including, but not limited to, any claims of defamation, invasion of privacy or right of publicity.

Employee Signature with date A.Sai Charan 6

2022-02-01



License to Intellectual Property Rights. To the extent that any of the Works are derived from or require the use by Company of any works that I own which are not assigned hereby, I hereby grant Company an irrevocable, perpetual, transferable nonexclusive worldwide royalty-free license, with right of sublicense, to use, modify and create derivative works using such works, but only to the extent necessary to permit Company to fully realize its ownership rights in the Works.

(d) License to Unassigned Works. To the extent that I am unable assign to Company any of my right, title or interest in any Work under applicable law, I hereby grant to Company an irrevocable, worldwide, fully paid, exclusive, perpetual license to such Work to use, modify, sublicense and assign the Work, and to assign this license, and to exercise all rights and incidents of ownership of the Work in protecting Company's and Consultant's Intellectual Property Rights in the Work. The term of license granted hereby shall be the greater of five (5) years or the maximum term permitted by applicable law and shall automatically renew for successive periods of equal length unless Company terminates the license by notifying Consultant in writing of such termination.

4. Enforcement of Intellectual Property Rights.

(a) I will assist Company in every proper way to obtain and from time to time enforce Intellectual Property Rights relating to the Works in any and all countries. To that end I will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such Intellectual Property Rights and the assignment thereof. In addition, I will execute, verify and deliver assignments of such Intellectual Property Rights to Company or its designee. My obligation to assist Company with respect to Intellectual Property Rights relating to such Works in any and all countries shall continue beyond the termination of my employment, but Company shall compensate me at a reasonable rate after my termination for the time actually spent by me at Company's request on such assistance.

(b) In the event Company is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraph, I hereby irrevocably designate and appoint Company and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph with the same legal force and effect as if executed by me. I hereby waive and quitclaim to Company any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any Intellectual Property Rights assigned hereunder to Company. At Company's request, I will execute one or more additional powers of attorney before a notary public to give effect to this provision.

5. Obligation to Keep Company Informed.

(a) During the period of my employment and for one (1) year after termination of my employment with Company, I will promptly disclose to Company fully and in writing all Works authored, conceived or reduced to practice by me, either alone or jointly with others. In addition, I will promptly disclose to Company all patent applications filed by me or on my behalf within a year after termination of employment. At the time of each such disclosure, I will advise Company in writing of any works that I believe should not be regarded as Works; and I will at that time provide to Company in writing all evidence necessary to substantiate that belief. The Company will keep in confidence and will not disclose to third parties without my consent any proprietary information disclosed in writing to Company pursuant to this Agreement relating to Works that I disclose in this manner and I will preserve the confidentiality of any work that constitutes a Work.

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

6. Prior Inventions. Works, if any that I made prior to the commencement of my employment with Company, are excluded from the scope of this Agreement. To preclude any possible uncertainty, I have set forth on Exhibit A attached hereto a complete list of all works that I have, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to the commencement of my employment with Company, that

Employee Signature with date A.Sai Charan 7

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(i) I consider to be my property or the property of third parties (ii) embody any material Intellectual Property Rights, and (iii) I wish to have excluded from the scope of this Agreement. If disclosure of any such invention on Exhibit A would cause me to violate any prior confidentiality agreement, I understand that I am not to list such inventions in Exhibit A but am to inform Company that all such inventions have not been listed for that reason.

7. E-Mail Messages and Internet Usage. I acknowledge that all e-mail messages that I produce, send or receive while at Company facilities or using Company equipment are the property of the Company. I also understand and acknowledge that the Company may monitor and inspect all such messages and may also monitor and control the communications that I initiate or receive through the Internet while at Company facilities and while using Company equipment in any location. I acknowledge that I have no right to or expectation of privacy in such communications. I will cooperate with the Company in its implementation of such security and control measures as it may implement from time to time with respect to e-mail and Internet communications and shall take all reasonable precautions to ensure that the confidentiality of any such communications containing Proprietary Information or Third Party Information is maintained.

8. Additional Activities. I agree that during the period of my employment by Company I will not, without Company's express written consent, engage in any employment or business activity other than for Company.

9. No Improper Use of Materials. During my employment by Company I will not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom I have an obligation of confidentiality, and I will not bring onto the premises of Company any unpublished documents or any property belonging to any former employer or any other person to whom I have an obligation of confidentiality unless consented to in writing by that former employer or person. I will use in the performance of my duties only information which is generally known and used by persons with training and experience comparable to my own, which is common knowledge in the industry or otherwise legally in the public domain, or which is otherwise provided or developed by Company.

10. No Conflicting Obligation. I represent that my performance of all the terms of this Agreement and as an employee of Company does not and will not breach any agreement to keep in confidence information acquired by me in confidence or in trust prior to my employment by Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith.

11. Return of Company Documents. When I leave the employ of Company, I will deliver to Company any and all drawings, notes, memoranda, specifications, devices, formulas, and documents, together with all copies thereof, and any other material containing or disclosing any Works, Third Party Information or Proprietary Information of Company. I further agree that any property situated on Company's premises and owned by Company, including disks and other storage media, filing cabinets or other work areas, is subject to inspection by Company personnel at any time with or without notice. Prior to leaving, I will cooperate with Company in completing and signing Company's Termination Statement For Technical And Management Personnel.

12. Legal And Equitable Remedies. Because my services are personal and unique and because I may have access to and become acquainted with the Proprietary Information of Company, Company shall have the right to enforce this agreement and any of its provisions by injunction, specific performance or other equitable relief, without bond and without prejudice to any other rights and remedies that Company may have for a breach of this agreement.

13. Notices. Any notices required or permitted hereunder shall be given to the appropriate party at the address specified below or at such other address as the party shall specify in writing. Such notice shall be deemed given upon personal delivery to the appropriate address or if sent by certified or registered mail, three (3) days after the date of mailing.

14. General Provisions.

14.1 Governing Law. This Agreement will be governed by and construed according to the laws of the Republic of India.

14.2 Entire Agreement. This Agreement is the final, complete and exclusive agreement of the parties with respect to the subject matter hereof and supersedes and merges all prior discussions between us. No modification of or amendment to this Agreement, or the waiver of any rights under this Agreement, will be effective unless in writing and signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the



Employee Signature with date A.Sai Charan 8

2022-02-01

validity or scope of this agreement. I agree to be bound by the terms of this agreement in my capacity as a consultant if I perform any work for Company as a consultant during the term of my employment.

14.3 Severability. If one or more of the provisions in this agreement are deemed unenforceable by law, then such provision will be deemed stricken from this agreement and the remaining provisions will continue in full force and effect.

14.4 Successors And Assigns. This Agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of Company, its successors, and its assigns.

14.5 Survival. The provisions of this agreement shall survive the termination of my employment and the assignment of this agreement by Company to any successor in interest or other assignee.

14.6 Employment. I agree and understand that nothing in this agreement shall confer any right with respect to continuation of employment by the company, nor shall it interfere in any way with my right or Company's right to terminate my employment at any time, with or without cause.

14.7 Waiver. No waiver by Company of any breach of this agreement shall be a waiver of any preceding or succeeding breach. No waiver by Company of any right under this agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this agreement.

This Agreement shall be effective as of the first day of my employment with Company.

I have read this Agreement carefully and understood its terms. I have completely filled out Exhibit A to this Agreement.

2022-02-01

Dated: _____

Employee Signature:

A.Sai Charan

Full Name:

SAI CHARAN ATELLY

ACCEPTED AND AGREED TO:

Vuchi Media Private Limited

Venkata Karthik..



By: _____

Name: VENKATA KARTHIK

Title: ASSOCIATE DIRECTOR – HUMAN RESOURCES

2022-02-01


Date: _____

Prodapt

On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:

0D478315A23B40F

Pradeep Juman (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature:  Date: 1/12/2022
92F01F5D26BF422

My proposed start date will be on: July 01, 2022

Prodapt

Schedule A – Salary & Allowances

Employee's Name	Kajana Uday	
Position	Software Engineer	
Grade	P2A	
Components	Annualized Value	Monthly Value
"A" Fixed		
Basic Pay	2,20,000	18,333
House Rent Allowance	1,10,000	9,167
"A" Sub-total - Fixed	3,30,000	27,500
"B" Flexible		
Special Allowance	1,53,816	12,818
"B" Sub-total Flexible	1,53,816	12,818
"C" Retiral Benefits		
Employer Provident Fund	26,400	2,200
Gratuity	10,582	882
"C" Sub-total - Retiral Benefits	36,982	3,082
"D" Bonus		
Bonus*	22,702	1,892
"D" Sub-total – Bonus	22,702	1,892
"E" Annual Component		
Health Insurance	6,500	542
"E" Sub-total – Annual Component	6,500	542
Total Cost to Company: Total (A+B+C+D+E)	5,50,000	45,833

Note:

Special Allowance is a flexible component. Employee can reduce the special allowance to avail the tax benefit and get it as a re-imbursement for Expenses by producing the bills such as Telephone and Car Maintenance. Medical Insurance coverage will be eligible for your parents, spouse & two children.

Re-imbursement amount can be fixed with Finance Department.

No need to Produce bills for Lunch Coupons.

*Bonus will be paid once in a quarter



EMPLOYMENT AGREEMENT

AGREEMENT made this **January 12, 2022**, between, **Kajana Uday**, a citizen of **India** having place of residence in **India** ("Employee") and **Prodapt Solutions Private Limited**, a company incorporated in **India** ("Prodapt").

In consideration of Employee's employment or continued employment by Prodapt, Employee's wages or salary and other benefits in compensation of Employee's services, and the other mutual covenants and agreements contained herein, and in lieu of any prior agreement or correspondence, the Employee and Prodapt agree as follows:

1. Employment

Employee agrees to use his best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee's salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT's standard agreement.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee/assignee of PRODAPT's business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

The Employee shall be entitled to such number and dates of mandatory holidays as are prescribed by PRODAPT from time to time.

2. Probation Period:

Employee will be on probation for Six months, at the end of the probation period, Unless and until the organization comes back with an extension of the probation, Your services will be deemed to be confirmed. Also, during the probation period the company will be entitled to discontinue your services with immediate effect in case your performance is not found satisfactory.

3. Inventions

As used herein, "Inventions" means discoveries, improvements and ideas (whether or not shown or described in writing or reduced to practice) and works of authorship, whether or not patentable or copyrightable or otherwise protectable under any law in India or in any other country, or in respect of which PRODAPT enjoys, is entitled to enjoy or may enjoy rights, and which is registered or unregistered, (i) which relate directly to the business of PRODAPT or any

other group or affiliate companies, (ii) which relate to the PRODAPT's actual or demonstrably anticipated research or development. This section does not apply to any invention developed by Employee prior to Employee's employment by PRODAPT, provided that such invention is listed and described in an exhibit attached to and made part of this agreement.

With respect to inventions made, authored or conceived by Employee, either solely or jointly with others, during Employee's employment, whether or not during normal working hours and whether or not at PRODAPT's premises, Employee acknowledges and agrees that the present agreement being a contract for service the Company owns all copyright and other rights thereto. Employee further agrees that it will (i) keep accurate, complete and timely records of such inventions, which records shall be PRODAPT's property and be retained on PRODAPT's



premises; (ii) promptly and fully disclose and describe such inventions in writing to PRODAPT; (iii) assign, and does hereby assign, copyrights, and applications therefore with respect to such inventions; and (iv) acknowledge and deliver promptly to PRODAPT (without charge to PRODAPT but at the expense of PRODAPT) such written instruments and so such other acts as may be necessary in the opinion of PRODAPT to obtain and preserve such property rights and to vest the entire right and title thereto in PRODAPT.

Employee will cooperate with PRODAPT in the execution of any documents which affect the assignment/transfer of inventions or rights thereto which may be required by PRODAPT clients or other third party, provided that such requirement is no broader than the requirements of Section 2 above.

4. Confidential Information

During the term of Employee's employment by PRODAPT and any time thereafter, except in the course of performing Employee's employment duties for PRODAPT, the Employee will not use, disclose, reveal or report any confidential information of PRODAPT's past or current clients, or of other parties which have disclosed confidential or proprietary information to PRODAPT. As used herein, "confidential information" means information not generally known that is proprietary to PRODAPT, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Employee, or to which Employee obtains access, whether originated by Employee or by others, which Employee has reasonable basis to believe to be confidential information, or which is treated by PRODAPT or its clients or other parties as being confidential information, shall be presumed to be confidential information.

Employee will cooperate with PRODAPT in the execution of any personal confidentiality agreement, which may be required by a PRODAPT client or other third party, provided that such agreement is no broader in its provisions to the requirements of Section 3 above.

5. No Solicitation; Prohibition on Transacting Business

As a material consideration for Company's entering into this Agreement, you agree that while you are employed by Company, and for a period of two years commencing on the termination of your employment for any reason whatsoever (or for no reason), neither you nor any person or entity controlled by you shall, directly or indirectly,

- a) solicit or aid in the solicitation for employment or the provision of services (including but not limited to as an agent, contractor or consultant) any person employed by, or serving as an agent, contractor or consultant to, Company or its successors or assigns including, without limitation, individuals employed or serving as technicians, sales employees or in administration or management;
- b) solicit or aid in the solicitation of any Customer of Company with whom you worked or had regular contact, or on whose account you worked at any time during the two years preceding the your termination;
- c) solicit or aid in the solicitation of any individual or entity which you know or has reason to know was a Customer Prospect or Customer Suspect during the two years preceding the your termination; or



d) transact business with a Customer either on your own behalf or on behalf of another person or entity other than the Company.

6. Non-Compete

To protect the Company's business interests and maintain the secrecy of its confidential and proprietary information you agree that for two years after leaving the services of the Company, you will not work for any of the Company's, its associate's, affiliate's, successor's, assign's, subsidiary's or principal contractor's customers and / or competitors without specific written approval from Company. Prodapt will not unduly withhold such approval.

7. Background Verification

The Company reserves the right to conduct a background check of its employees, and your employment maybe conditioned on satisfactory results. The Employee hereby consents to the conducting of a background check by Company and/or Company's agents, customer and/or client to the full extent permitted by law during the term of employment. Such a background check may include, but shall not be limited to educational qualifications, previous employment records, contacting past employers, criminal records and conducting an identity check criminal record check, drug and/or alcohol screening, etc.

Employment under this Agreement is conditioned upon satisfactory verification of the above mentioned background checks.

The Employee agrees not to hold Company and/or its agent(s), customer(s) and/or client(s) liable for any claims in connection with such checking or testing or the reporting of the results thereof to Company.

8. Return of PRODAPT Property

Upon termination of employment, the Employee shall return to PRODAPT all copies of any confidential information (whether in paper, electronic or any other form) and all hardware, software, books, documentation, files, keys, keycards, company credit cards, mobile phones, visiting cards, records, lists and any other information or property owned by PRODAPT within Employee's possession or control, including copies thereof.

9. Injunctive Relief

In the event of a breach or threatened breach of Sections 2, 3, 4 or 5 by Employee, PRODAPT shall be entitled, without posting of a bond, to an injunction restraining such breach, an accounting and repayment of profits, compensation, commission, remuneration or other benefits that Employee, directly or indirectly, may realize as a result of such violation and to reimbursement of any attorney's fees and costs incurred by PRODAPT as a result of such breach. Nothing herein shall be construed as prohibiting PRODAPT from pursuing any other statutory or common law remedy available to it for such breach.

10. Term

10.1 Employment under this agreement may be terminable by PRODAPT with a minimum of 90 days prior notice to Employee.

10.2 Employment under this agreement may be terminable by Employee with a minimum of 90 days prior notice to PRODAPT. This is also applicable for employees under probation.

Prodapt

10.3 For purposes of this agreement, cause means criminal activity, dishonesty, negligence, or breach of the Employee's fiduciary duties to PRODAPT, breach or non-observance of the terms of this agreement or failure to perform duties to the standards laid down by PRODAPT.

10.4 Absence of a continuous period of three (3) days without prior approval of your superior, including overstay of the leave/training, would be treated as abandonment of service.


Sections 2 through 8 of this agreement shall survive termination of employment.

11. General Provisions

This agreement may be assigned by PRODAPT and shall inure to the benefit of PRODAPT's successors and assigns. If any term, provision, covenant or agreement hereof is held by a court to be invalid, void or unenforceable, the remainder of the terms hereof shall remain in full force and effect and shall in no way be affected, impaired or invalidated. This agreement shall be governed by and construed in accordance with the laws of India and in the event of any dispute or difference, the courts at Chennai shall have exclusive jurisdiction. This agreement contains the entire contract between the parties. All prior agreements between the parties regarding such matters or Employee's employment are superseded hereby and terminated.

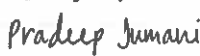
In witness whereof, the undersigned have executed this agreement as of

EMPLOYEE:
Signature:

DocuSigned by:

03F04F50389F132

For PRODAPT:

Signature:

DocuSigned by:

0D478245A33B40F

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources
For and on behalf of Prodapt Solutions Pvt Limited

Sai Akshara
18241A0527
CSE-F

January 12, 2022

To,

Vankdavath Sai Akshara

Dear Vankdavath Sai Akshara,

Congratulations!! We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Senior Software Engineer** at of our offices in Chennai/ Bangalore/ Hyderabad, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be at any of our office location Chennai/ Bangalore/ Hyderabad, which shall be communicated closer to your joining date. However, we shall also reach out to you to understand your preferred work location within our Prodapt locations.

We would like you to start work tentatively by **July 01, 2022**, or earlier, may extend based on your successful completion of your final semester and with the receipt of your Professional Degree, if possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 750000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. One soft copy of passport size photo with white background
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 3 days of acceptance. If for whatever reason you are unable to join within 3 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:

00478315A23B40F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature:  Date: 1/13/2022
2E85DF42EA084C1

My proposed start date will be on: July 01, 2022

Schedule A – Salary & Allowances

Employee's Name	Vankdavath Sai Akshara	
Position	Senior Software Engineer	
Grade	P2A	
Components	Annualized Value	Monthly Value
"A" Fixed		
Basic Pay	3,00,000	25,000
House Rent Allowance	1,50,000	12,500
"A" Sub-total - Fixed	4,50,000	37,500
"B" Flexible		
Special Allowance	2,43,070	20,256
"B" Sub-total Flexible	2,43,070	20,256
"C" Retiral Benefits		
Employer Provident Fund	36,000	3,000
Gratuity	14,430	1,203
"C" Sub-total - Retiral Benefits	50,430	4,203
"D" Annual Component		
Health Insurance	6,500	542
"D" Sub-total – Annual Component	6,500	542
Total Cost to Company: Total (A+B+C+D)	7,50,000	62,500

Note:

Special Allowance is a flexible component. Employee can reduce the special allowance to avail the tax benefit and get it as a re-imbursement for Expenses by producing the bills such as Telephone and Car Maintenance. Medical Insurance coverage will be eligible for your parents, spouse & two children.

Re-imbursement amount can be fixed with Finance Department.

No need to Produce bills for Lunch Coupons.



EMPLOYMENT AGREEMENT

AGREEMENT made this **January 12, 2022**, between, Vankdavath Sai Akshara, a citizen of India having place of residence in India ("Employee") and Prodapt Solutions Private Limited, a company incorporated in India ("Prodapt").

In consideration of Employee's employment or continued employment by Prodapt, Employee's wages or salary and other benefits in compensation of Employee's services, and the other mutual covenants and agreements contained herein, and in lieu of any prior agreement or correspondence, the Employee and Prodapt agree as follows:

1. Employment

Employee agrees to use his best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee's salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT's standard agreement.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee/assignee of PRODAPT's business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

The Employee shall be entitled to such number and dates of mandatory holidays as are prescribed by PRODAPT from time to time.

2. Probation Period:

Employee will be on probation for Six months, at the end of the probation period, Unless and until the organization comes back with an extension of the probation, Your services will be deemed to be confirmed. Also, during the probation period the company will be entitled to discontinue your services with immediate effect in case your performance is not found satisfactory.

3. Inventions

As used herein, "Inventions" means discoveries, improvements and ideas (whether or not shown or described in writing or reduced to practice) and works of authorship, whether or not patentable or copyrightable or otherwise protectable under any law in India or in any other country, or in respect of which PRODAPT enjoys, is entitled to enjoy or may enjoy rights, and which is registered or unregistered, (i) which relate directly to the business of PRODAPT or any

other group or affiliate companies, (ii) which relate to the PRODAPT's actual or demonstrably anticipated research or development. This section does not apply to any invention developed by Employee prior to Employee's employment by PRODAPT, provided that such invention is listed and described in an exhibit attached to and made part of this agreement.

With respect to inventions made, authored or conceived by Employee, either solely or jointly with others, during Employee's employment, whether or not during normal working hours and whether or not at PRODAPT's premises, Employee acknowledges and agrees that the present



agreement being a contract for service the Company owns all copyright and other rights thereto. Employee further agrees that it will (i) keep accurate, complete and timely records of such inventions, which records shall be PRODAPT's property and be retained on PRODAPT's premises; (ii) promptly and fully disclose and describe such inventions in writing to PRODAPT; (iii) assign, and does hereby assign, copyrights, and applications therefore with respect to such inventions; and (iv) acknowledge and deliver promptly to PRODAPT (without charge to PRODAPT but at the expense of PRODAPT) such written instruments and so such other acts as may be necessary in the opinion of PRODAPT to obtain and preserve such property rights and to vest the entire right and title thereto in PRODAPT.

Employee will cooperate with PRODAPT in the execution of any documents which affect the assignment/transfer of inventions or rights thereto which may be required by PRODAPT clients or other third party, provided that such requirement is no broader than the requirements of Section 2 above.

4. Confidential Information

During the term of Employee's employment by PRODAPT and any time thereafter, except in the course of performing Employee's employment duties for PRODAPT, the Employee will not use, disclose, reveal or report any confidential information of PRODAPT's past or current clients, or of other parties which have disclosed confidential or proprietary information to PRODAPT. As used herein, "confidential information" means information not generally known that is proprietary to PRODAPT, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Employee, or to which Employee obtains access, whether originated by Employee or by others, which Employee has reasonable basis to believe to be confidential information, or which is treated by PRODAPT or its clients or other parties as being confidential information, shall be presumed to be confidential information.

Employee will cooperate with PRODAPT in the execution of any personal confidentiality agreement, which may be required by a PRODAPT client or other third party, provided that such agreement is no broader in its provisions to the requirements of Section 3 above.

5. No Solicitation; Prohibition on Transacting Business

As a material consideration for Company's entering into this Agreement, you agree that while you are employed by Company, and for a period of two years commencing on the termination of your employment for any reason whatsoever (or for no reason), neither you nor any person or entity controlled by you shall, directly or indirectly,

a) solicit or aid in the solicitation for employment or the provision of services (including but not limited to as an agent, contractor or consultant) any person employed by, or serving as an agent, contractor or consultant to, Company or its successors or assigns including, without limitation, individuals employed or serving as technicians, sales employees or in administration or management;

b) solicit or aid in the solicitation of any Customer of Company with whom you worked or had regular contact, or on whose account you worked at any time during the two years preceding the your termination;



c) solicit or aid in the solicitation of any individual or entity which you know or has reason to know was a Customer Prospect or Customer Suspect during the two years preceding the your termination; or

d) transact business with a Customer either on your own behalf or on behalf of another person or entity other than the Company.

6. Non-Compete

To protect the Company's business interests and maintain the secrecy of its confidential and proprietary information you agree that for two years after leaving the services of the Company, you will not work for any of the Company's, its associate's, affiliate's, successor's, assign's, subsidiary's or principal contractor's customers and / or competitors without specific written approval from Company. Prodapt will not unduly withhold such approval.

7. Background Verification

The Company reserves the right to conduct a background check of its employees, and your employment maybe conditioned on satisfactory results. The Employee hereby consents to the conducting of a background check by Company and/or Company's agents, customer and/or client to the full extent permitted by law during the term of employment. Such a background check may include, but shall not be limited to educational qualifications, previous employment records, contacting past employers, criminal records and conducting an identity check criminal record check, drug and/or alcohol screening, etc.

Employment under this Agreement is conditioned upon satisfactory verification of the above mentioned background checks.

The Employee agrees not to hold Company and/or its agent(s), customer(s) and/or client(s) liable for any claims in connection with such checking or testing or the reporting of the results thereof to Company.

8. Return of PRODAPT Property

Upon termination of employment, the Employee shall return to PRODAPT all copies of any confidential information (whether in paper, electronic or any other form) and all hardware, software, books, documentation, files, keys, keycards, company credit cards, mobile phones, visiting cards, records, lists and any other information or property owned by PRODAPT within Employee's possession or control, including copies thereof.

9. Injunctive Relief

In the event of a breach or threatened breach of Sections 2, 3, 4 or 5 by Employee, PRODAPT shall be entitled, without posting of a bond, to an injunction restraining such breach, an accounting and repayment of profits, compensation, commission, remuneration or other benefits that Employee, directly or indirectly, may realize as a result of such violation and to reimbursement of any attorney's fees and costs incurred by PRODAPT as a result of such breach. Nothing herein shall be construed as prohibiting PRODAPT from pursuing any other statutory or common law remedy available to it for such breach.

10. Term

10.1 Employment under this agreement may be terminable by PRODAPT with a minimum of 90 days prior notice to Employee.

10.2 Employment under this agreement may be terminable by Employee with a minimum of 90 days prior notice to PRODAPT. This is also applicable for employees under probation.

10.3 For purposes of this agreement, cause means criminal activity, dishonesty, negligence, or breach of the Employee's fiduciary duties to PRODAPT, breach or non-observance of the terms of this agreement or failure to perform duties to the standards laid down by PRODAPT.

10.4 Absence of a continuous period of three (3) days without prior approval of your superior, including overstay of the leave/training, would be treated as abandonment of service.

Sections 2 through 8 of this agreement shall survive termination of employment.

11. General Provisions

This agreement may be assigned by PRODAPT and shall inure to the benefit of PRODAPT's successors and assigns. If any term, provision, covenant or agreement hereof is held by a court to be invalid, void or unenforceable, the remainder of the terms hereof shall remain in full force and effect and shall in no way be affected, impaired or invalidated. This agreement shall be governed by and construed in accordance with the laws of India and in the event of any dispute or difference, the courts at Chennai shall have exclusive jurisdiction. This agreement contains the entire contract between the parties. All prior agreements between the parties regarding such matters or Employee's employment are superseded hereby and terminated.

In witness whereof, the undersigned have executed this agreement as of

EMPLOYEE:
Signature: _____

DocuSigned by:

V. Sai Akshara

2E65DF42EA00401

For PRODAPT:

Signature: _____

DocuSigned by:

Pradeep Jumani

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Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources
For and on behalf of Prodapt Solutions Pvt Limited



M. Venkat Deepak

187H1A05A1

CSF-E

{{Dte_es_:signer1:date}}

Mundra Venkat Deepak
Bangalore

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear Venkat Deepak,

We are pleased to offer you employment with PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited ("Company" or "PwC AC Bangalore") in the position of Associate. Your work location will be Bangalore. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **17 August, 2022**, or such other date as may be communicated by us to you in writing ("Employment Commencement Date").

Remuneration Package:

1. Gross Salary: You are being offered a gross salary of Rs. 600,000/- Six Lakh Only

The details of your gross salary are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.



Other Terms:

Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement ("Employment Agreement"), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company's requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company's policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company's requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company's policies.

Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

3. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

4. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

5. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

6. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such



verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

(b) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;
- (iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;
- (iv) material failure to adhere to the Company's corporate codes, policies or procedures;
- (v) continued failure to meet performance standards as determined by the Company;
- (vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- (vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(c) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least sixty (60) days. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the net amount of gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

7. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

8. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

We are excited about having you join us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us on us_advisory_ac_india_hc_operations@pwc.com



9. To indicate your acceptance and agreement with all the terms of this Offer Letter and the attachments including the Employment Agreement, please share the signed copy of the Offer Letter, no later than **15 April, 2022**. It is clarified that the employment offer made to you under this Offer Letter will automatically lapse on **15 April, 2022**, and will no longer be valid if we do not receive your signed acceptance of the Offer Letter. It is further clarified that the employment offer under this Offer Letter is contingent upon you joining the services of the Company on the Employment Commencement Date. The employment offer made to you under this Offer Letter, will be deemed withdrawn on your failure to join the services on the Employment Commencement Date.

Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited

{{Sig_es_:signer1:signature}}

Authorized Signatory

Date: {{Dte_es_:signer1:date}}

I, Mundra Venkat Deepak (C000004666773), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

{{Sig_es_:signer2:signature}}

Date: {{Dte_es_:signer2:date}}



Annexure 1

Private and confidential

Date: {{Dte_es_:signer1:date}}
Name: Mundra Venkat Deepak
Designation: Associate

Salary Components - Annual (All figures in INR)

Basic Salary (40% of Gross Salary) : 240,000
Flexible Benefit Package (FBP) : 331,200
Employer contribution of PF: 28,800

Gross Salary: 600,000/-

Benefits - Estimated Value

Term Life Insurance : 1,440
Group Accident Insurance: 425
Group Medical Insurance: 30, 282
Employee Assistance Program and wellness resources : 400

Total Benefits(1): 32,547/-

Gratuity : As per Payment of Gratuity Act 1972

***FBP can be used for the following components:**
Food Coupons (Sodexo) - 24,000 (i.e.2000 per month)
Leave Travel Allowance (LTA) - up to a maximum of FBP amount available for allocation
House Rent allowance (HRA) - 40% of Basic for Non-Metro, 50% of Basic for Metro
Special Allowance - Balancing Figure, FBP minus all above components

The above are subject to applicable taxes as per the Indian law.

All the above benefits are as per Company's policies and may have tax implications. These are subject to change from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policies of the Company. Benefits if not availed cannot be claimed as cash equivalent.

(1) The value above is only the estimated monetized value of the applicable benefits.



EMPLOYEE AGREEMENT/ASSOCIATE

This Agreement ("Agreement") is between PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited ("Company" or "PwC AC Bangalore") and Mundra Venkat Deepak ("You" and all similar references).

1. Definitions

- (a) "Cessation Date" means the effective date of cessation of your employment with PwC AC Bangalore.
- (b) "Cause" means any of the following conduct by you:
 - (i) Acts of fraud, dishonesty or misconduct involving moral turpitude;
 - (ii) Commission or conviction of any criminal offence;
 - (iii) Engagement in any activity that you know or should know could harm the business or reputation of PwC AC Bangalore;
 - (iv) Material failure to adhere to PwC AC Bangalore's corporate codes, policies or procedures;
 - (v) Continued failure to meet the performance standards as determined by PwC AC Bangalore;
 - (vi) A breach of any provision or threatened breach of any material provision of this Agreement if the breach is not cured to PwC AC Bangalore's satisfaction within a reasonable period after PwC AC Bangalore provides you with notice to your address on PwC AC Bangalore's record of the breach provided that no notice and cure period will be required if the breach cannot be cured; and
 - (vii) Violation of any statutory, contractual, or common law duty or obligation to PwC AC Bangalore, including without limitation the duty of loyalty.
- (c) "Offer Letter" means the employment offer letter dated {{Dte_es_:signer1:date}} by which you were offered employment with PwC AC Bangalore and accepted by on {{Dte_es_:signer2:date}}.

2. Employment

2.1 You accept employment on the terms of the Offer Letter and this Agreement along with its exhibits hereto until the end of your employment with PwC AC Bangalore in accordance with clause 6 of this Agreement.

2.2 Probation: Your first six (6) months of employment are on a trial basis and are considered a continuation of the employment selection process. During this probationary period, PwC AC Bangalore may terminate employment with 15 days' notice in writing, with or without cause. Likewise, you may also terminate your employment with PwC AC Bangalore giving 15 days' notice in writing, with or without cause. PwC AC Bangalore may decide to confirm your employment earlier than the 6 months' period based on performance and the notice period will change to sixty (60) days as soon as the employment is confirmed.

2.3 By signing this Agreement, you agree to:



(a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.



(d) In case of failure to serve the notice period, you will agree to pay equivalent gross salary in lieu of the notice period not served. The company has the discretion to adjust any unused vacation against notice period.

(e) PwC AC Bangalore may require you to utilize any accrued leave during the notice period.

7. Arbitration

(a) All disputes between you and PwC AC Bangalore shall be resolved by arbitration in Bangalore or any other mutually agreeable location in India. Arbitral disputes include without limitation employment, employment termination claims and claims by you for employment discrimination, harassment, retaliation and wrongful termination.

(b) Arbitration shall be conducted under the auspices of the Indian Council of Arbitration before a panel of three arbitrators, which shall consist of one person selected by each of the two sides to the dispute and the third person jointly selected by the other two arbitrators.

(c) The arbitration panel shall have no authority to modify this Agreement (except pursuant to clause 8 of this Agreement) or to award punitive or exemplary damages. PwC AC Bangalore may, without waiving its right to compel arbitration, seek injunctive or other provisional relief from a court of competent jurisdiction, to prevent any arbitration award from being rendered ineffectual, to protect PwC AC Bangalore's confidential information or intellectual property or for any other purpose in the interests of PwC AC Bangalore.

The courts at Bangalore or any court of competent jurisdiction in any other state will have jurisdiction over any proceeding relating to arbitration, and may enter judgment on any arbitration award rendered or grant judicial recognition of the award or an order of enforcement.

8. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the General Manager of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other reason, such provision will be narrowed so that it will be enforced as much as permitted by law.

9. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other



right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

Yours sincerely,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited
{{Sig_es_:signer1:signature}}

Authorized Signatory

Date: {{Dte_es_:signer1:date}}

Employee

{{Sig_es_:signer2:signature}}

Mundra Venkat Deepak

Date: {{Dte_es_:signer2:date}}



EXHIBIT A

Equal Employment Opportunity

It is the policy of PwC AC Bangalore and its group of companies to provide equal employment opportunity for all applicants and employees. PwC AC Bangalore does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected classification. PwC AC Bangalore also makes reasonable accommodations for disabled employees. An employee who believes he or she has a disability and requires an accommodation should inform their Human Resources Manager so that the employee's request can be evaluated. PwC AC Bangalore prohibits the harassment of any individual and further prohibits the harassment of any individual based on any of the aforementioned legally protected classifications. Unlawful discrimination or harassment shall not be tolerated by PwC AC Bangalore.

This policy applies to all areas of employment including, but not limited to, recruitment, recruitment advertising and/or other communications media, hiring, rates of pay and other compensation, benefits, overtime, promotions, transfers, demotions, training, layoffs, or terminations, recalls, disciplinary actions and all other terms, conditions, or privileges of employment.

PwC AC Bangalore, as required by law, will establish a written affirmative program to strive for best utilization of minorities, the disabled and women throughout our workforce. The results will be reviewed no less than annually and adjusted appropriately to meet stated goals. The coordinator of this program is the Director - HC at PwC AC Bangalore.

The coordinator will be responsible for ensuring the creation of the program with the inclusion of its multiple requirements, the development of an audit procedure to measure the effectiveness of the program and the facilitation of the annual status presentation to the executive management group.

Each employee is required to abide by this policy and assist with its enforcement. Violation of this policy will result in disciplinary action, up to and including termination of employment. If an employee believes that he/she has been the unlawfully discriminated against in an employment matter, please direct your concerns to the Director - HC the Equal Employment Opportunity coordinator for PwC AC Bangalore. A prompt and thorough investigation shall be conducted and a determination made as to the appropriate management response. Full cooperation by each employee asked to assist during an investigation is required and no reprisals shall result from the reporting or assisting in the investigation of, concerns related to this policy. Concerns or complaints of any retaliation should be directed to the Director - HC immediately.



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.
- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



(a) All Works (as defined below) shall belong exclusively to PwC AC Bangalore and/or its affiliates, as the context may require whether or not fixed in a tangible medium of expression. Without limiting the foregoing, to the maximum extent permitted under applicable law, all Works shall be deemed to be "works made in the course of your employment with the PwC AC Bangalore" or "works made for hire", under Section 17 of the Indian Copyright Act, 1957 (as amended from time to time) and PwC AC Bangalore shall be deemed to be the author thereof. If and to the extent any Works are determined not to constitute "works made for hire," or if any rights in the Works do not accrue to PwC AC Bangalore as a work made for hire, I hereby irrevocably assign and transfer to PwC AC Bangalore to the maximum extent permitted by law all right, title and interest in the Works, including all copyrights (including moral rights), patents, trade secret rights, and other proprietary rights in or relating to the Works. To the extent my moral rights cannot be assigned, I hereby irrevocably and expressly waive them and agree not to assert any claims based on such rights against PwC AC Bangalore or its affiliates. Without limiting the foregoing, I hereby irrevocably assign and transfer to PwC AC Bangalore all economic rights to the Works, including the rights to reproduce, manufacture, use, adapt, modify, publish, distribute, sublicense, publicly perform and communicate, translate, lease, sell, offer for sale, import, export and otherwise exploit the Works. I shall have no right to exercise any rights to the Works. Without limiting the foregoing, I will not have the right to and will not reproduce, adapt, modify, publish, distribute, sublicense, publicly perform or communicate, translate, lease, import or otherwise exploit the Works, except as expressly authorized by PwC AC Bangalore in the scope of my employment. I expressly acknowledge and agree that I wish to remain anonymous and not to have my name or any pseudonym used in connection with the Works. I hereby approve any and all modifications, uses, publications and other exploitation of the Works that PwC AC Bangalore or any successor or transferee thereof may elect to make, and I expressly agree that no such modifications, uses, publications or exploitations will or may cause harm to my honor or reputation. I agree that no modification, use or publication of the Works by PwC AC Bangalore or any successor or transferee thereof will be deemed to constitute a distortion or mutilation of the Works. PwC AC Bangalore shall have the unrestricted right to transfer and convey any or all of PwC AC Bangalore's rights in or relating to the Works to any person or entity.

(b) I understand that the CIPA is not intended and shall not be interpreted to assign to or invest in PwC AC Bangalore any of my rights in any inventions developed entirely on my own time without using PwC AC Bangalore's equipment, supplies, facilities, resources, or trade secret information, except for those inventions that either relate at the time of conception or reduction to practice of the inventions to the business of PwC AC Bangalore or the actual or demonstrably anticipated research or development of PwC AC Bangalore, or result from any work that I performed for PwC AC Bangalore.

(c) I will keep and maintain adequate and current written records of all inventions, original works of authorship, trade secrets or other Works in which rights vest in or are assigned to PwC AC Bangalore hereunder. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by PwC AC Bangalore. The records will be available to and remain the sole property of PwC AC Bangalore at all times.

(d) I will provide any assistance reasonably requested by PwC AC Bangalore to protect its proprietary and intellectual property rights, including, to obtain Indian or foreign letters patent and copyright registrations covering inventions, original works of authorship and other Works belonging or assigned



This policy also expressly prohibits behavior that harasses an employee or applicant on the basis of his or her race, color, creed, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, disability, or other category protected by Central, State, or local law. Forms of such harassment can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with an employee's work performance or in any way creates or contributes to an intimidating, hostile or offensive work environment. This behavior includes, by way of example only, epithets, slurs, off-color jokes, threats, or posters, cartoons, emails, or drawings that are insulting, degrading, derogatory or ridiculing of one based on his or her protected status.

Behavior prohibited by this policy often can occur without the knowledge of others and what one may regard as offensive, another may not. For the company to effectively implement this policy, all persons must respond to and report behavior that violates this policy. Cooperation in preventing this type of conduct is essential.

If you believe that you have been subjected to inappropriate sexual or other behavior, you should immediately tell the offender that his or her behavior is offensive and must cease. If such a direct approach is ineffective or impractical under the circumstances, you must report such behavior to one of the persons identified below. If you have reason to believe that another employee of the company has been subjected to or has engaged in behavior that violates this policy, you should also immediately inform one of the individuals identified below.

PwC AC Bangalore will investigate, promptly and thoroughly, any such complaint or report of inappropriate behavior. Complaints and investigations will be handled in a confidential manner consistent with the need to investigate and take corrective action.

Complaints should be directed to the following person:

Director – Human Capital - PwC AC Bangalore

In response to a meritorious complaint, PwC AC Bangalore will as necessary or appropriate, take disciplinary action against anyone found in violation of this policy, up to and including termination of employment.

Overall responsibility for PwC AC Bangalore's Equal Employment Opportunity and Sexual Harassment policy has been assigned to the Director - HC who is responsible for the implementation and enforcement of this policy.

Every employee may access this confidential system without fear of reprisal. This policy also prohibits retaliation against anyone who in good faith complains under this policy or participates in an investigation. Full cooperation by each employee asked to assist during any investigation pursuant to this policy is required. Complaints of retaliation (actual, threatened or feared) also should be directed to one of the individuals identified above.



EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement ("CIPA") is attached as an exhibit, I also agree to this CIPA's terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore's sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) "Proprietary Information" as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore ("affiliate" includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, "know-how," tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.



hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) "Works" means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean (i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.

4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and



regulations of all governments under which PwC AC Bangalore does business, and with the provisions of contracts between PwC AC Bangalore and any such government or its contractors, or between PwC AC Bangalore and any private contractors, that relate to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of duties during my employment with PwC AC Bangalore.

5. I understand and agree that the provisions of this CIPA shall remain in full force and effect in accordance with their terms notwithstanding any termination of my employment with PwC AC Bangalore for any or no reason.

6. The CIPA constitutes the entire agreement between PwC AC Bangalore and me with respect to the subject matter hereof and supersedes all prior and/or contemporaneous understandings, agreements or communications, whether oral or written, on such subject matter, provided that the provisions of any other written agreement between PwC AC Bangalore and me shall remain in full force and effect in accordance with its terms.

7. The CIPA shall be governed by and construed and enforced in accordance with the laws of India.

8. The CIPA may not be amended or modified except by a written document signed by me and a duly authorized representative of PwC AC Bangalore. The waiver of any right hereunder shall not be binding unless set forth in writing signed by the waiving party, and shall not bar the exercise of any other right or of the same right on any other occasion.

9. The CIPA shall be binding upon and inure to the benefit of me, PwC AC Bangalore and its affiliates, successors and assigns, provided, however, that I understand that I may not assign my rights or delegate my obligations under this CIPA without the express prior written consent of PwC AC Bangalore. Without limiting the foregoing, the rights of PwC AC Bangalore hereunder may be assigned in whole or in part without my consent to any of PwC AC Bangalore's affiliates or to any other entity that, whether by merger or otherwise, acquires all or substantially all of the assets, business or stock of the office or branch in which I work.

10. If any provision of this CIPA is held invalid or unenforceable for any reason, the invalidity shall not affect the validity of the remaining provisions of this CIPA, and the parties shall substitute for the invalid provision a valid provision which most closely approximates the intent and economic effect of the invalid provision.

11. I acknowledge and understand that any breach by me of any of Sections 1, 2, 3 or 4 of this CIPA will cause PwC AC Bangalore and its affiliates to suffer irreparable harm for which damages are an inadequate remedy and are difficult to calculate. Accordingly, I agree that PwC AC Bangalore and its affiliates will be entitled, without limiting any other available legal or equitable remedies, to injunctive relief (without the need to post any bond or other security) to enforce the terms of the CIPA in whole or in part and to prevent any breach or threatened breach of any of those Sections.



EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore's legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) the submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) the compilation of directories;
- (c) the organization of security procedures;
- (d) the processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself ("Personal Data"), including, without limitation:

- (a) identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) financial information such as bank account numbers and tax related information; and
- (d) other information necessary to PwC AC Bangalore's legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.

I understand and agree that relevant Personal Data are transferred or shared:

- (a) among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore;
- (b) with other individuals joining PwC AC Bangalore and using PwC on-line tools for on-boarding purposes; and
- (c) to third parties assisting PwC AC Bangalore in the administration and management of my employment relationship with PwC AC Bangalore, including without limitation, payroll management companies, pension plan companies, health insurance companies or agencies, credit card companies, background



verification providers and others that have entered into vendor program agreements with PwC AC Bangalore for the provision of their services to PwC AC Bangalore and its employees.

I also understand and agree that PwC AC Bangalore hold, collect, receive, store, have access to, use, disclose, process, and transfer Personal Data for purposes of its legitimate business interests and may do so even after my departure from PwC AC Bangalore either for a reasonable period of time to allow me to join the PwC AC Bangalore Alumni Network or for the applicable statutory period.

I understand that the companies transferring my Personal Data and the recipients of my Personal Data, both PwC AC Bangalore affiliates and third parties, may be located in any country including any country outside of India or my country of origin and/or residence.

I hereby consent to the collection, reception, possession, use, processing and transfer by PwC AC Bangalore of my Personal Data, in electronic or any other form, including transborder transfer of Personal Data, for the purposes and to parties described above.

I understand that I am responsible to, and may, at any time, review certain of my Personal Data, by accessing PwC AC Bangalore's web page and make any necessary amendments to it to ensure that my Personal Data is up to date, and that PwC AC Bangalore may not be held liable for any damages incurred by me as a result of PwC AC Bangalore's use, processing and transfer of inaccurate Personal Data provided by me.

I hereby consent to having modifications to my Personal Data done in electronic format rather than in writing. If, however, wherever this option is available to me, I choose to send any requests for modifications of my Personal Data to PwC AC Bangalore other than in the electronic format, I acknowledge and agree that delays can occur in the processing by PwC AC Bangalore of this written request for modification and that additional PwC AC Bangalore employees and/or agents may have to access certain of my Personal Data for that purpose.

I agree to promptly notify PwC AC Bangalore in writing of any change in my Personal Data or any unauthorized use or unauthorized disclosure of my Personal Data.

I understand that I may, at any time, withdraw the consents hereby given to the processing by PwC AC Bangalore and/or its agents of my Personal Data by notifying PwC AC Bangalore in writing of such withdrawal. As a result of my consent withdrawal, in certain cases, I may no longer be eligible for certain benefits, including employment and/or employment benefits and services currently provided to me by PwC AC Bangalore and/or the third parties selected by PwC AC Bangalore to render such services to the extent the Personal Data affected by my consent withdrawal was necessary to process my benefits.

I agree to abide by all policies of PwC AC Bangalore, including the Protection of Personal Data Policy as this Policy can be modified from time to time at PwC AC Bangalore's sole discretion.



R. RAJINI

18241A05S2

CSE-E

{{Dte_es_:signer1:date}}

Renukunta Rajini
Bangalore

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear Renukunta,

We are pleased to offer you employment with PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited ("Company" or "PwC AC Bangalore") in the position of Associate . Your work location will be Bangalore. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **17 August, 2022**, or such other date as may be communicated by us to you in writing ("**Employment Commencement Date**").

Remuneration Package:

1. Gross Salary: You are being offered a gross salary of Rs. 600,000/- Six Lakh Only.

The details of your gross salary are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.

G. A. Srisai Kamal

18241A0504

CSE-'E'

Offer for Employment

Date: 22-10-2021

To,
Mr/Ms. Asari Kamal

Dear Asari,

Sub: Letter of Offer for Employment

We are pleased to make you an offer as Intern in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 24-01-2022 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private LimitedShravan Kumar Dullur
Director.

With the signature below, I accept this offer for employment.

Name: Asari Kamal
Date:

Annexure A - Role and Compensation:

Your internship period will be 6 months from your date of joining. Depending on your performance during the internship period, you may be offered a full-time employment role with the designation as Software Engineer.

You will be paid an amount of ₹25,000 per month as a stipend during the initial 6-month Internship period. If you are converted into a full-time employee, you will be paid total compensation of Rs. 15,50,000 per annum as detailed below.

Component	Value
Basic Pay	4,00,000
House Rent Allowance	1,60,000
Leave and Travel Allowance	33,333
Special Allowances	1,85,067
Employer Provident Fund	21,600
Total Fixed Salary	8,00,000
Variable Performance Bonus	1,60,000
Employee Retention Pay (ERP) - 1 st Year	2,50,000
Employee Retention Pay (ERP) - 2 nd Year	2,50,000
Employee Relocation Allowance	8,0000
Employee Insurance	10,000
Total CTC	15,50,000

December 30, 2021

To
Vaddi Mounish
Hyderabad

OFFER LETTER

Dear Vaddi Mounish

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of "Associate Engineer" at "Cloud4C Services Pvt. Ltd."

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary for initial 2 (two) months from the joining date i.e. during the training period, shall be Rs. 10,000 p.m., (Ten Thousand rupees only) per month. Upon expiry of the initial two months, your consolidated salary is Rs. 3,75,000/- p.a., (Three Lakhs Seventy Five Thousand Rupees Only) and other emoluments will be as per Appx. 'A'.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.
5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining medically fit. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:

Strictly

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|--------------------|
| 1. Name | : | Vaddi Mounish |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	11000	Basic	132000
HRA	6875	HRA	82500
Special Allowance	7825	Special Allowance	93900
A. Fixed Salary	25700	A. Fixed Salary	308400
B. Performance Linked Pay	3750	B. Performance Linked Pay	45000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	31250	Total CTC (A+B+C)	375000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	200000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on basis proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For Cloud4C Services Pvt. Ltd.

P Rajani Reddy
Authorized Signatory

Strictly

D.Sri Indu
18241A0508
CSE-A

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building , TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

Offer and Appointment Letter

Date: 31/01/2022

Private & Confidential

Sri Indu Dekkapati

Gaddinnaram, Dilsukhnagar, Hno:16-11-577, Flatno:203, Sri Shakti Homes, Block-A, Hyderabad, Telangana, 500060
Hyderabad 500060, TelanganaIndia

Hyderabad

Dear Sri Indu

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

- 1. Designation:** Software Engineer, Grade 5
- 2. Start Date:** As agreed, your start date will be 27/06/2022. Please meet with our Human Resources representative at 9:30 am on the effective date for a new hire orientation. This effective date will be considered by Gap to calculate the tenure of your employment with Gap and all other statutory benefits to which you may be entitled.
- 3. Compensation:** Your annual gross base remuneration will be ₹792,000.00 per year, subject to deduction of tax at source to be paid to you in accordance with Gap's normal payroll practices. The detailed break-up of salary, allowances and benefits is as follows and is also illustrated in Annexure I

Company Bonus. Based on your position as Software Engineer you will participate in the Company Bonus Plan. The Company Bonus Plan is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives as well as individual performance. You are eligible to participate in the program for fiscal 2022 (February 2022 - January 2023). Under the current program, your annual target bonus will be 8% of your base salary. Depending on results and your individual performance, your actual bonus can range from 0 – 200% of target. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2022 are scheduled for payment in March 2023 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding.

- 5. Place of Work:** Your principal place of employment shall be at Hyderabad, India. You may from time to time be required to work at or from or undertake travel to any other office, branch or location as directed by Gap, within or outside India. Gap reserves the right to transfer you from one location or city to another or to an affiliate or group entity.

31-Jan-2022 10:06 PM

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building , TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang.
Tel : 91-40-43621000

Salary (Yearly) INR

Basic Salary: ₹316,800.00

House Rental Allowance: ₹158,400.00

Leave Travel Allowance: ₹31,680.00

Special Allowance: ₹285,120.00

Annual Gross Base: ₹792,000.00

Retirals and Car Allowance (Monthly) INR

Provident Fund: ₹3,168.00

Gratuity: ₹1,270.00

Bonus

Company Bonus: 8%

Retirals and Car Allowance (Yearly) INR

Provident Fund: ₹38,016.00

Gratuity: ₹15,240.00

Bonus

Company Bonus: 8%

Authorized Signatory: Shruti Agrawal

Acknowledged: Sri Indu Dekkapati

Date: 31/01/2022

31-Jan-2022 10:06 PM

T. Sai Samhita

18241A0553

CSE - A

Gap IT Services India Private Limited
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Waverock Building , TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang.
Tel : 91-40-43621000

Offer and Appointment Letter

Date: 31/01/2022

Private & Confidential

Sai Samhita Tallapragada (Sai Samhita Tallapragada)

Flat no:201, Srp Emerald Apartments., Maktha centre, Mehabubpet, Miyapur
Hyderabad 500049, Telanganalndia

Hyderabad

Dear Sai Samhita

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

1. **Designation:** Software Engineer, Grade 5
2. **Start Date:** As agreed, your start date will be 27/06/2022. Please meet with our Human Resources representative at 9:30 am on the effective date for a new hire orientation. This effective date will be considered by Gap to calculate the tenure of your employment with Gap and all other statutory benefits to which you may be entitled.
3. **Compensation:** Your annual gross base remuneration will be ₹792,000.00 per year, subject to deduction of tax at source to be paid to you in accordance with Gap's normal payroll practices. The detailed break-up of salary, allowances and benefits is as follows and is also illustrated in Annexure I
4. **Company Bonus.** Based on your position as Software Engineer you will participate in the Company Bonus Plan. The Company Bonus Plan is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives as well as individual performance. You are eligible to participate in the program for fiscal 2022 (February 2022 - January 2023). Under the current program, your annual target bonus will be 8% of your base salary. Depending on results and your individual performance, your actual bonus can range from 0 – 200% of target. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2022 are scheduled for payment in March 2023 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding.
5. **Place of Work:** Your principal place of employment shall be at Hyderabad, India. You may from time to time be required to work at or from or undertake travel to any other office, branch or location as directed by Gap, within or outside India. Gap reserves the right to transfer you from one location or city to another or to an affiliate or group entity.

31-Jan-2022 7:13 AM

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6. **Hours of Work:** Your working hours shall be as communicated to you from time to time. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
7. **Leave:** You shall be entitled to leave in accordance with Gap's policy as amended from time to time.
8. **Benefits:** Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.
9. **Data Protection:** You shall ensure that all personal data, including sensitive personal data, is accurate and kept secure at all times. You agree to Gap and any affiliates holding and processing, both electronically and manually, the data it collects in relation to you in the course of your employment, for the purposes of administration and management of employees and Gap's business, and for compliance with applicable procedures, laws and regulations and to the transfer, storage and processing by Gap of such data outside India. You agree that data, including sensitive personal data, relevant to your employment with Gap may be collected, processed and retained on a computerized database and can be accessed by and transferred to Gap, its related entities, a Human Resource employee of Gap or its related entities and selected management employees for legitimate business reasons.
10. **Confidential Information:** You shall not, at any time during the term of this Agreement or thereafter, in any way disclose or divulge to any person, firm or body corporate any of the dealings, transactions, affairs, plans, proposals, procedures, trade secrets, methods, systems or other information of any kind in relation to the affairs of Gap or its affiliates that you shall acquire or have acquired by virtue of being in employment with Gap or its affiliates. These restrictions shall continue to apply after termination of this Agreement without limit in point of time.
11. **Intellectual Property:** You agree that the ownership of, and all right, title, and interest in all intellectual properties developed or created from time to time for Gap by you, whether before or after commencement of employment with Gap shall vest in Gap. You hereby transfer and assign in favour of Gap, all rights, title and interest in and to all the intellectual properties, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred herein revert to you, even if Gap does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to, and shall not raise any objection or claims to, the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.
12. **Non-Competition:** You hereby agree that, during the duration of your employment under this Agreement and for a period of twelve months thereafter, you will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the business of Gap or any parent company of Gap.

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Tel : 91-40-43621000

13. Non-Solicitation: During the period of employment and for twelve months following termination of your employment for any reason whatsoever, you shall not, directly or indirectly, (i) solicit, encourage, or induce or attempt to solicit, encourage, or induce any (A) employee, marketing agent, vendor, partner or consultant of Gap to terminate his employment, agency, contract or consultancy with Gap, or any (B) prospective employee with whom Gap has had discussions or negotiations within six months prior to your termination of employment, not to establish a relationship with Gap, (ii) induce or attempt to induce any current customer to terminate its relationship with Gap, or (iii) induce any potential customer with whom Gap has had discussions or negotiations within six months prior to your termination of employment not to establish a relationship with Gap.

14. Indemnity: At all times during the course of your employment with Gap (and even after the termination of this Agreement with respect to the terms contained herein), you agree to indemnify Gap and keep it indemnified, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which Gap may suffer or incur or which may be made against Gap as a result of your acts or omissions during the course of employment.

15. Warranties: You confirm and warrant that:

- (a) you have carefully read and fully understand all the provisions of this Agreement.
- (b) you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you.
- (c) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- (d) you have all the necessary licenses, permissions, consents, approvals, qualifications and memberships required of you to perform the duties under this Agreement.
- (e) by entering into this Agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you. You further undertake to indemnify Gap against any such claims, costs, damages, liabilities or expenses which Gap may incur if you are in breach of any such obligations.
- (f) in the performance of your obligations, you will not utilize or make available to Gap any confidential or proprietary information of any third party or violate any obligation with respect to such information.
- (g) you have never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

This employment is on the basis that the information submitted by you is complete and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts your employment, Gap may terminate employment without providing any notice or pay in lieu thereof.

16. Equitable Remedies and Employee Representations: You agree and acknowledge that the restrictions contained in Clauses 12, 13, 15 and 16 are reasonable and necessary for the protection of the business and goodwill of Gap. The rights and obligations of the parties under Clauses 12, 13, 15 and 16 of the Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement.

You agree that any breach or threatened breach of the aforementioned clauses is likely to cause Gap substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, you agree that Gap, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such clauses, and you hereby waive the adequacy of a remedy at law as a defense to such relief

31-Jan-2022 7:13 AM

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Tel : 91-40-43621000

You agree and acknowledge that the restrictions contained in Clauses 12, 13, 15 and 16 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of Gap and shall be enforceable independently. While the undertakings and agreements under the clauses are considered by Gap and you to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

17. Termination Notice. Your employment can be terminated by 2 (Two) months' notice or payment in lieu on either side. We reserve the right to terminate your employment without notice or payment in lieu for any breach of the Company's regulations or misconduct by you, and only your salary accrued (if any) will be paid. Confidential. In case this termination is voluntary/ involuntary (through Code of Business Conduct) is within 1 year from the date of joining, all expenses incurred by the employer will be recovered through employee's full and final settlement. This includes both- arrangement costs directly borne by the employer or the expense claimed by employee.

18. Handover: Upon the cessation of employment for any reason, you shall immediately hand over charge to such person nominated for that purpose by Gap and shall deliver to such person all papers, documents and other property of Gap as may be in your possession, custody, control or power, including but not limited to any keys, phones, computers, vehicles, etc. provided by Gap. In the event of termination by Gap or in case of a resignation by you, Gap may require you to absent yourself from its premises on garden leave and not participate in the working of Gap during any unexpired portion of the notice period. During such garden leave Gap may require you to have no contact with all or any of Gap's agents, employees, customers, clients, distributors and suppliers.

19. Gap Inc. Code of Business Conduct. As part of your employment, you will be given a copy of the Gap Inc. Code of Business Conduct. It outlines many of the standards of business behavior that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of Gap Inc. Code of Business Conduct as an acknowledgement of having read the same and agreement to adhere to its standards.

20. Past Record. This employment is on the basis that the information submitted by you is complete and correct. If any declaration given or information furnished by you to Gap proves to be false or if you are found to have willfully suppressed any material information, you are liable to be removed from the services of Gap without any notice or compensation whatsoever. This offer is contingent & valid only upon successful completion of a background verification and your eligibility to work in India.

21. Miscellaneous: In addition to the terms and conditions of employment as contained in this Agreement, you shall also observe and comply with and shall be bound by any rules, regulations, work disciplines, policies and procedures either prevalent at the time of your employment or as revised or framed by Gap from time to time for observance and compliance by its employees.

Any change in job title, reporting relationships, job duties and responsibilities, the legal entity that employs you shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that your base salary is not reduced and your other remuneration for services rendered to Gap is not substantially reduced.

31-Jan-2022 7:13 AM

5/21/22, 9:52 AM

Gmail - Hitachi Vantara : Intern Onboarding : Thursday, Jan 20, 2022

Name - Bandaru Rahul

Roll NO - 18241A0567

Sec - B

Bandaru Rahul <rahulbandaru29@gmail.com>



Hitachi Vantara : Intern Onboarding : Thursday, Jan 20, 2022

4 messages

Wed, Jan 19, 2022 at 4:21 PM

Prashanth Nidamarthy <prashanth.nidamarthy@hitachivantara.com>
To: "rahulbandaru29@gmail.com" <rahulbandaru29@gmail.com>

Dear RAHUL BANDARU,

WELCOME TO HITACHI VANTARA! We are so excited that you have chosen to Join!

We are pleased to inform you that your internship commences on **Thursday, 20 Jan 22**. As indicated earlier, your onboarding will be virtual, and you will continue to work from your current locations until our offices are open.

- Internship Start Date: 20-Jan-22
- Internship End Date: 20-May-22
- Stipend: INR 21500 Per Month

You have received and signed the internship offer letter with the above-mentioned details. Pls find the onboarding details below for your ref.

Your Mentor / Reporting Manager will be **Sachin Sagane**

Allocated CoP (Community of Practice) / Dept & Sub CoP: **SAP / ABAP**

Day 1 Formalities:

- Welcome call with all the CoP & Sub CoP leaders (Mentor), L&D (Training), Finance, HR, IT & Resource Management group.
- Introduction call with your respective CoP & Sub CoP leaders / mentor.

Day 2 Formalities:

- Training team will connect along with your mentors for the four months training plan.

Thanks & regards,



Karani Lakshmi Tejaswini

18241A0519

October 13, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear LAKSHMI TEJASWINI KARANI,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Singh", written over a horizontal line.



COVID-19: IBM Initiatives for Employees and Communities

As we navigate the COVID-19 pandemic, IBM has taken a series of initiatives to help and support our employees and their family members in this challenging environment. The health and safety of IBMers, partners, and clients is our top priority.

We have put together a comprehensive support plan for our employees and their families to tide through this pandemic.

Employee Well-being and Safety

- **Vaccination for all IBMers:** Vaccination camps will be opened (in line with Government regulations and availability of vaccines) in all major cities with IBMer populations. IBMers and their family members will have the option of getting vaccinated at hospital centers or camps at selected IBM locations. We are working closely with the concerned authorities on this
- **Dedicated 24X7 Medical Helpline with Portea:** IBM has launched a dedicated helpline through Portea Health Care Services - for a variety of services including doctor consultation, medical/home care services, and testing services. This helpline is the first point of contact for support for any medical help.
- **Access to Oxygen Concentrators**
IBM has procured oxygen concentrators to support IBMers and their family members. We have partnered with Portea Health Care Service to deploy these oxygen concentrators across Bangalore, NCR (Delhi, Gurgaon, Noida), Kolkata, Chennai, and Hyderabad.
- **Eldercare Support with Samarth:** IBM has partnered with Samarth, one of India's leading organizations supporting the elderly by creating a COVID care system. Samarth will help the elders deal with the pandemic by providing 24/7 emergency assistance, home care resources, medicines, doctor tele-consultations, food services, oxygen, and requirement for other equipment as needed.
- **COVID Care Center:** We have worked with Apollo Hospital to offer medically supervised "step down" facilities at designated hotels in every major city where IBMers and immediate family members can quarantine in case it's not feasible at home.
- **Emergency Transport for Medical Needs:** We are offering an emergency transport facility 24x7 for medical requirements for both employees and their immediate family members who are COVID-19 positive (for transport to a medical facility) and those who are COVID-19 negative (for procuring medical supplies or attend to impacted family members).
- **Additional Insurance Coverage:** IBM is providing additional insurance coverage for each insured employee and their covered dependents (spouse and children) for up to Rs. 5 Lakhs per member covered.
- **Meal Delivery Service**
We have tied up with HungerBox for the delivery of freshly prepared meals, ensuring the highest levels of hygiene and safety measures. The service is currently available in Bangalore, NCR, Hyderabad, Chennai, Kolkata, Mumbai, Pune, and Vishakhapatnam.

Leverage the Power of Tech for good



- **COVID Assist:** We have launched COVID Assist, a Watson Assistant powered AI bot, to channelize the requests around critical resources such as ambulance, oxygen, medicine, hospital beds, in an efficient manner. It will also help you connect with the IBM Squad volunteers on ground.

Mobilizing the collective power of the IBMers

- **IBMer volunteer COVID squads :** We have organized squad groups staffed by IBMer volunteers to take service requests and match them to verified sources of available resources - Hospital Beds, ICUs, Oxygen requirements, ambulances, medicines, and more. With over 2000 volunteers already signed up, this is really making a difference to quickly triage requests and ensure that needs are matched to resources available nationally.
- While we do this, employee health and well-being remain a key priority for us. We have set up several **employee support groups across cities** to provide employees with a platform to discuss issues, challenges, concerns and coping mechanisms such as managing stress, staying active and promoting self-care. Covid Warrior stories to energise teams.
- IBM has partnered with United Way of India to drive an employee giving campaign. Employees can donate financially to the NGO and they in turn are working with several partners at the ground level to provide critical and emergency care for the community.
- IBMers are volunteering to become first responders on Covid-19 helplines through a collaboration with StepOne. StepOne is an NGO having an interface with 18 state governments and is helping to train & deploy volunteers to respond to queries on the government helpline.

Leveraging our voice and influence to rally global support

- IBM is playing a key role in **Global Task Force on Pandemic Response** launched by the US Chamber of Commerce to aid India and other Covid-19 Hot-Spots. This includes Sourcing, shipping and delivering 1,000 ventilators; 25,000 oxygen concentrators and working with local partners to fund emergency hospital beds in communities where our teams live and work.

In addition, we are also closely engaged with the government and government agencies in India to offer our support and we are ready to do more.

Given the dynamic pandemic situation, IBM is constantly revising and updating any initiatives it has put in place to respond to the pandemic, And any of these programs and policies may be changed or withdrawn by IBM at its sole discretion. Please reach out to your HR contact to understand the current measures in place at IBM.



March 09, 2022
Ref No: Hyd/HR/R&S/OL/22/1990

To
Ankala Sai Deepesh
Plot No: 153, 13-1-91,
Mothi Nagar, Near Community Hall,
Mothi Nagar, 500018.

Dear Ankala,

Further to your interview discussion, we are happy to offer you the position of Consultant, Associate with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be Hyderabad, and we expect you to join us on April 04, 2022.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per Annexure1

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to INR 540000/- per annum (Rupees Five Lakh Fourty Thousand) per annum and the Variable Compensation will be INR 60000/- per annum (Rupees Sixty Thousand), payable based on your performance, as per Annexure2

Your employment with us is contingent upon the submission of the following documents on the date of joining:-

1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs - Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana - 500081 India
E Mail: renu.ganotra@infor.com

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1088037**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1088037**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1088037**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Tanmayee Kulkarni
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Letter of Intent (LOI)

Superset ID: 1088037

November 02, 2021

Dear Tanmayee Kulkarni,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



M. Jyothika Sai

18241A0531

CSE- A

Masimukkula Sai
Musheerabad
Hyderabad 500020

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

December 22, 2021

Dear Jyothika Sai

Congratulations! We are pleased to offer you the position of Associate , Tech Strategy for Invesco India Pvt. Ltd. ('IIPL or Invesco') effective June 15, 2022. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with IIPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E (Transportation, Work from Home and Company Assets) attachment hereto and incorporated herein, shall constitute the entire agreement between you and IIPL regarding your employment with IIPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 9,00,000. For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata

in any part of a year.

Leave encashment would be paid as per the prevailing policy of IIPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by IIPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Masimukkula Sai, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to vatsala Gulyani (at vatsala.gulyani@invesco.com) by December 23, 2021. Please be sure to retain a copy of this letter for your records.

In the event you fail to provide your acceptance of this offer by December 23, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: M. Jyothika Sai
Masimukkula Sai

Date: 23-12-2021

Start Date: _____



Masimukkula Sai
Musheerabad
Hyderabad 500020

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

December 22, 2021

Name: Masimukkula Sai

Job Title: Associate , Tech Strategy

	Annual Compensation (Rupees.)
Basic Salary	2,70,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	5,72,640
Company contribution to Provident Fund	32,400
Gratuity as per Gratuity Act	12,960
Total CTC	9,00,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad



Masimukkula Sai
Musheerabad
Hyderabad 500020

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment;

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift

- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon

your assigns, executors, administrators and other legal representatives.

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time;

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect or payment in lieu of any shortfall for the notice on receipt of no objection email from Line Manager.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS

14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: M. Jyothika Sai
Masimukkula Sai

Date: 23-12-2021

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1088749**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1088749**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1088749**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Compensation and Benefits

Name: Konda Saketh

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

Leave & Vacation:

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

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

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



12-Jan-2022

Peetala Divyasree
B.Tech Computer Science & Engineering
Gokaraju Rangaraju Institute of Engineering and Technology, Hyderabad

Dear Peetala Divyasree,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a period of 3 to 6 months, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

P. Divya Sree
18241405R9
CSE -E



Letter of Intent (LOI)

Superset ID: 1136896

November 02, 2021

Dear Peetala Divyasree,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



10-Apr-2022

Dear Deepika Boppanaboyani,
B.Tech, Computer Science & Engineering
Gokaraju Rangaraju Institute of Engineering and Technology, Hyderabad

Candidate ID – 19718861

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

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

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

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

Compensation and Benefits

Name: Deepika Boppanaboyani

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

Leave & Vacation:

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

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

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

18241A05D0
D. Mallesh
CSE-C

Gnana Analytics Private Limited [Constella Intelligence]

Registered Office: 3-43, Lakkavaram, West Godavari District, Andhra Pradesh, 534451

Date: December 10, 2021

Dear Mallesh D

We are pleased to extend you an offer to join Gnana Analytics Private Limited, as a Software Engineer. Please see the rest of the offer letter and provide your acceptance within 1 day of receiving this offer letter.

Definitions

- Employee as used in this document refers to Mallesh D
- Any use of term Gnana or Company refers to Gnana Analytics private limited.

Pre-Employment Conditions

Offer of employment with the company is contingent upon the prospective Employee meeting the conditions set forth in this section, with-in the timeline indicated.

- **Background Checks:** Employment or any internship offer that requires access to company information, is contingent upon a successful background check to be performed by a third party employed by the company, or its parent company. Acceptance of this offer automatically indicates your acceptance and approval for us to conduct these background checks, and your cooperation for the same.
 - As part of working for a specific client of Gnana Analytics Private Limited, you further agree to accept any additional background checks as mandated by the company's clients in the future.
- **Proof of course completion:** You are expected to provide a satisfactory way of showing the completion of your program. Examples of acceptable documents: All marks Lists showing successful completion of courses, Provisional Certificate, or Course Completion Certificate that shows that you have no backlogs. Please note that we only need self-attested copies and we do not keep the originals.

Compensation

Salary and Bonus

- Company offers the employee an average target cost to the company of Rs. 8,00,000 per year.
 - Cost to company includes any payroll, PF and other taxes paid by company related to the above employment.
 - You will start with a base pay rate of Rs. 7,00,000 per year.
 - You will be paid a retaining bonus of 60,000 at the end of second year.
 - You will be paid a retaining bonus of 2,40,000 at the end of third year.
 - After the third-year changes to the base pay will reflect the CTC as applicable, so that your overall CTC is 8,00,000 + yearly increments.

- All salary, allowances and bonuses will be paid less any applicable taxes and with holdings.
- The company assures that, despite the special provisions for first 3 years of the employment, employee is eligible and automatically enrolled into annual compensation review for increments as per company policies.

Confidentiality

- You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Gnana Analytics Private Limited and its clients which may be known to you or confided in you by any means in the course of your employment with us.
- In addition, you are bound to the NDA signed and executed by you to the Gnana Analytics Pvt Ltd.

Assignment of Intellectual Property

Unless an explicit arrangement is made, employee agrees to assign all the inventions to the company, or the client of the company as per the agreements of the company. In addition, employee must disclose all prior inventions before joining the company for him to retain any rights on them. Employee agrees that, an invention can be inspired by the work events, hence all the intellectual property, despite the working hours, belong to the company for any fields in which the company is operating as per the incorporation documents.

Taxes

Taxes will be withheld in accordance with India tax laws and you may be required to provide receipts for any reimbursements. You shall be responsible for filing of your personal returns and comply with other requirements under the India tax laws.

Probationary Period

You will initially be placed on probation for a period of 3 months from the actual date of your joining with us as a full-time employee. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated and only on satisfactory completion of your probationary period you will be confirmed in the regular service of the company. Company might decide to extend your probation period as determined by the company in its sole discretion or the company might decide to terminate your employment at the end of the probation period, or during anytime in the probation period.

Unless otherwise given in writing your probation period automatically ends after 3 months and you will start your regular employment.

Termination of Employment

Termination during first 2 years of employment after probationary period

Either you or the company may terminate your employment with the company after the probation period by providing a written notice of ninety (90) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

Termination after first 2 years of employment

Either you or the company may terminate your employment with the company after 3 years of service by providing a written notice of sixty (60) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion as per the appendix.

Additional Notes on termination

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or gross negligence as per company policy or guidelines, or it is determined you have committed any breach of this agreement. In case of termination due to misconduct in the first 3 years of service liquidation damages still apply.

In the event of breach of this agreement, you accept to take liability to any incidental costs the company might have in recovering the damages, and you acknowledge the right for the company to do so in any legal way the company deems acceptable and feasible.

Acceptance

To confirm your understanding and acceptance of the terms of your employment offer, please sign and return the original of this letter to the company within 1 business day of receiving the letter, at which time this offer will expire. Retain a copy for your personal records. If you have any questions, please feel free to contact the company. We look forward to your joining our team.

Along with the signed letter, please submit self-attested copies of your identity proof, address proof, copies of all the certificates, and any previous work experiences proofs such as pay slips or experience letters, to assist in the background check.

As part of our team, you will have an opportunity to play a vital role in the growth of our company. We feel certain that you will be a valuable contributing member of our staff. We also hope that you will enjoy and be challenged by the work ahead.

Welcome aboard!

Vasavi Vandanapu
Human Resource
Gnana Analytics Pvt. Ltd.

Accepted and Agreed by

Name (PRINT) : D Mallesh (D Mallesh)

Date : 11/12/2021

Information Sheet

Name : D Mallesh

Date of Birth : 22/11/2000

Contact number : 630 4635630

Email address : dmalleshyadav6452@gmail.com

PAN number for tax purposes : FYJPM18531G
(You must provide a copy of the PAN card)

Current address :

h no 2-62, Kothapally, Midjil,
Mahabubnagar, Telangana - 509357

Permanent address :

h no 2-62, Kothapally, Midjil,
Mahabubnagar, Telangana - 509357

Emergency Contact:

Name: D. Srinivasulu

Phone and Email: 9347885980

Address: h no 2-62, Kothapally, Midjil, Mahabubnagar,
Telangana - 509357

18241A05E6

K. Deepak

Gnana Analytics Private Limited

Registered Office: 3-43, Lakkavaram, West Godavari District, Andhra Pradesh, 534451

Constella
Intelligence

Date: December 10, 2021

Dear Deepak Kandukuri

We are pleased to extend you an offer to join Gnana Analytics Private Limited, as a Software Engineer. Please see the rest of the offer letter and provide your acceptance within 1 day of receiving this offer letter.

Definitions

- Employee as used in this document refers to Deepak Kandukuri
- Any use of term Gnana or Company refers to Gnana Analytics private limited.

Pre-Employment Conditions

Offer of employment with the company is contingent upon the prospective Employee meeting the conditions set forth in this section, with-in the timeline indicated.

- **Background Checks:** Employment or any internship offer that requires access to company information, is contingent upon a successful background check to be performed by a third party employed by the company, or its parent company. Acceptance of this offer automatically indicates your acceptance and approval for us to conduct these background checks, and your co-operation for the same.
 - As part of working for a specific client of Gnana Analytics Private Limited, you further agree to accept any additional background checks as mandated by the company's clients in the future.
- **Proof of course completion:** You are expected to provide a satisfactory way of showing the completion of your program. Examples of acceptable documents: All marks Lists showing successful completion of courses, Provisional Certificate, or Course Completion Certificate that shows that you have no backlogs. Please note that we only need self-attested copies and we do not keep the originals.

Compensation

Salary and Bonus

- Company offers the employee an average target cost to the company of Rs. 8,00,000 per year.
 - Cost to company includes any payroll, PF and other taxes paid by company related to the above employment.
 - You will start with a base pay rate of Rs. 7,00,000 per year.
 - You will be paid a retaining bonus of 60,000 at the end of second year.
 - You will be paid a retaining bonus of 2,40,000 at the end of third year.
 - After the third-year changes to the base pay will reflect the CTC as applicable, so that your overall CTC is 8,00,000 + yearly increments.

- All salary, allowances and bonuses will be paid less any applicable taxes and with holdings.
- The company assures that, despite the special provisions for first 3 years of the employment, employee is eligible and automatically enrolled into annual compensation review for increments as per company policies.

Confidentiality

- You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Gnana Analytics Private Limited and its clients which may be known to you or confided in you by any means in the course of your employment with us.
- In addition, you are bound to the NDA signed and executed by you to the Gnana Analytics Pvt Ltd.

Assignment of Intellectual Property

Unless an explicit arrangement is made, employee agrees to assign all the inventions to the company, or the client of the company as per the agreements of the company. In addition, employee must disclose all prior inventions before joining the company for him to retain any rights on them. Employee agrees that, an invention can be inspired by the work events, hence all the intellectual property, despite the working hours, belong to the company for any fields in which the company is operating as per the incorporation documents.

Taxes

Taxes will be withheld in accordance with India tax laws and you may be required to provide receipts for any reimbursements. You shall be responsible for filing of your personal returns and comply with other requirements under the India tax laws.

Probationary Period

You will initially be placed on probation for a period of 3 months from the actual date of your joining with us as a full-time employee. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated and only on satisfactory completion of your probationary period you will be confirmed in the regular service of the company. Company might decide to extend your probation period as determined by the company in its sole discretion or the company might decide to terminate your employment at the end of the probation period, or during anytime in the probation period.

Unless otherwise given in writing your probation period automatically ends after 3 months and you will start your regular employment.

Termination of Employment

Termination during first 2 years of employment after probationary period

Either you or the company may terminate your employment with the company after the probation period by providing a written notice of ninety (90) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

Termination after first 2 years of employment

Either you or the company may terminate your employment with the company after 3 years of service by providing a written notice of sixty (60) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion as per the appendix.

Additional Notes on termination

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or gross negligence as per company policy or guidelines, or it is determined you have committed any breach of this agreement. In case of termination due to misconduct in the first 3 years of service liquidation damages still apply.

In the event of breach of this agreement, you accept to take liability to any incidental costs the company might have in recovering the damages, and you acknowledge the right for the company to do so in any legal way the company deems acceptable and feasible.

Acceptance

To confirm your understanding and acceptance of the terms of your employment offer, please sign and return the original of this letter to the company within 1 business day of receiving the letter, at which time this offer will expire. Retain a copy for your personal records. If you have any questions, please feel free to contact the company. We look forward to your joining our team.

Along with the signed letter, please submit self-attested copies of your identity proof, address proof, copies of all the certificates, and any previous work experiences proofs such as pay slips or experience letters, to assist in the background check.

As part of our team, you will have an opportunity to play a vital role in the growth of our company. We feel certain that you will be a valuable contributing member of our staff. We also hope that you will enjoy and be challenged by the work ahead.

Welcome aboard!

Vasavi Vandanapu
Human Resource
Gnana Analytics Pvt. Ltd.

Accepted and Agreed by

Name (PRINT) : Kandukuri Deepak *K. Deepak*

Date : 11/12/2021

G. Sanjeeth
18241A05P5
CSE-E

Gnana Analytics Private Limited

Registered Office: 3-43, Lakkavaram, West Godavari District, Andhra Pradesh, 534451

Date: December 10, 2021

Dear Gujjaru Sanjeeth

We are pleased to extend you an offer to join Gnana Analytics Private Limited, as a Software Engineer. Please see the rest of the offer letter and provide your acceptance within 1 day of receiving this offer letter.

Definitions

- Employee as used in this document refers to Gujjaru Sanjeeth
- Any use of term Gnana or Company refers to Gnana Analytics private limited.

Pre-Employment Conditions

Offer of employment with the company is contingent upon the prospective Employee meeting the conditions set forth in this section, with-in the timeline indicated.

- **Background Checks:** Employment or any internship offer that requires access to company information, is contingent upon a successful background check to be performed by a third party employed by the company, or its parent company. Acceptance of this offer automatically indicates your acceptance and approval for us to conduct these background checks, and your co-operation for the same.
 - As part of working for a specific client of Gnana Analytics Private Limited, you further agree to accept any additional background checks as mandated by the company's clients in the future.
- **Proof of course completion:** You are expected to provide a satisfactory way of showing the completion of your program. Examples of acceptable documents: All marks Lists showing successful completion of courses, Provisional Certificate, or Course Completion Certificate that shows that you have no backlogs. Please note that we only need self-attested copies and we do not keep the originals.

Compensation

Salary and Bonus

- Company offers the employee an average target cost to the company of Rs. 8,00,000 per year.
 - Cost to company includes any payroll, PF and other taxes paid by company related to the above employment.
 - You will start with a base pay rate of Rs. 7,00,000 per year.
 - You will be paid a retaining bonus of 60,000 at the end of second year.
 - You will be paid a retaining bonus of 2.40,000 at the end of third year.
 - After the third-year changes to the base pay will reflect the CTC as applicable, so that your overall CTC is 8,00,000 + yearly increments.

- All salary, allowances and bonuses will be paid less any applicable taxes and with holdings.
- The company assures that, despite the special provisions for first 3 years of the employment, employee is eligible and automatically enrolled into annual compensation review for increments as per company policies.

Confidentiality

- You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Gnana Analytics Private Limited and its clients which may be known to you or confided in you by any means in the course of your employment with us.
- In addition, you are bound to the NDA signed and executed by you to the Gnana Analytics Pvt Ltd.

Assignment of Intellectual Property

Unless an explicit arrangement is made, employee agrees to assign all the inventions to the company, or the client of the company as per the agreements of the company. In addition, employee must disclose all prior inventions before joining the company for him to retain any rights on them. Employee agrees that, an invention can be inspired by the work events, hence all the intellectual property, despite the working hours, belong to the company for any fields in which the company is operating as per the incorporation documents.

Taxes

Taxes will be withheld in accordance with India tax laws and you may be required to provide receipts for any reimbursements. You shall be responsible for filing of your personal returns and comply with other requirements under the India tax laws.

Probationary Period

You will initially be placed on probation for a period of 3 months from the actual date of your joining with us as a full-time employee. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated and only on satisfactory completion of your probationary period you will be confirmed in the regular service of the company. Company might decide to extend your probation period as determined by the company in its sole discretion or the company might decide to terminate your employment at the end of the probation period, or during anytime in the probation period.

Unless otherwise given in writing your probation period automatically ends after 3 months and you will start your regular employment.

Termination of Employment

Termination during first 2 years of employment after probationary period

Either you or the company may terminate your employment with the company after the probation period by providing a written notice of ninety (90) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

Termination after first 2 years of employment

Either you or the company may terminate your employment with the company after 3 years of service by providing a written notice of sixty (60) days prior to the termination date. The provision of such notice by you is mandatory, in all instances of termination of employment by you. Company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion as per the appendix.

Additional Notes on termination

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or gross negligence as per company policy or guidelines, or it is determined you have committed any breach of this agreement. In case of termination due to misconduct in the first 3 years of service liquidation damages still apply.

In the event of breach of this agreement, you accept to take liability to any incidental costs the company might have in recovering the damages, and you acknowledge the right for the company to do so in any legal way the company deems acceptable and feasible.

Acceptance

To confirm your understanding and acceptance of the terms of your employment offer, please sign and return the original of this letter to the company within 1 business day of receiving the letter, at which time this offer will expire. Retain a copy for your personal records. If you have any questions, please feel free to contact the company. We look forward to your joining our team.

Along with the signed letter, please submit self-attested copies of your identity proof, address proof, copies of all the certificates, and any previous work experiences proofs such as pay slips or experience letters, to assist in the background check.

As part of our team, you will have an opportunity to play a vital role in the growth of our company. We feel certain that you will be a valuable contributing member of our staff. We also hope that you will enjoy and be challenged by the work ahead.

Welcome aboard!

Vasavi Vandanapu
Human Resource
Gnana Analytics Pvt. Ltd.

Accepted and Agreed by

Name (PRINT) : _____

Date : _____

Information Sheet

Name :

Date of Birth :

Contact number :

Email address :

PAN number for tax purposes :
(You must provide a copy of the PAN card)

Current address :

Permanent address :

Emergency Contact:

Name:

Phone and Email:

Address:



11/17/2021

To,
Anurag Siddamshetty

Hyderabad „

Dear Anurag Siddamshetty,

Letter of Appointment

We pleased to offer you Intern role **CSG Systems International (India) Private ("CSG")**. The period of your contract is for **6 months** and the commencement date is **01/10/2022**. This contract may be extended if agreed to by both parties.

1. ENGAGEMENT

When your contract commences the Company will employ you in the Position set out in the schedule and on the terms set out in this letter.

2. DUTIES

You will carry out the duties from time to time required of you by the Company and will comply in all respects with the directions and regulations given or made by the Company.

You will use your best endeavours to promote the interests of the Company.

The core business hours of the Company are 9.30am to 6.30pm but you may be required to work longer hours to carry out your duties.

3. REMUNERATION

The Company will pay you **INR 25,000 per month** (subject to Tax based on the Tax regulations) as remuneration for your professional services during the contract period. Invoices for charges shall be submitted and payment shall be made by the Company by end of the month.



4. CONTRACTOR NOT TO ACCEPT INDUCEMENTS

You must not accept any payment or other benefit in money or in kind from any person as an inducement or reward for any act or forbearance in connection with any matter or business transacted by or on behalf of the Company.

5. CONTRACTOR TO MAINTAIN RECORDS

You will maintain in reasonable order all relevant documents, receipts, papers, log books, books, records, notes, minutes, dockets and diaries in relation to any fringe benefit provided to you and will promptly, and not more than 5 days following a request by the Company, produce them to the Company.

6. CHANGE OF DUTIES

The Company may change your duties and the title of your position from time to time.

7. ACKNOWLEDGEMENTS

i. Proprietary Information

(a) You acknowledge and agree that all information, whether or not in writing, of a private, secret or confidential nature concerning the CSG business, business relationships or financial affairs (collectively, Proprietary Information) is and shall be the exclusive property of the Company. By way of illustration, but not limitation, Proprietary Information may include inventions, products, processes, methods, techniques, formulas, compositions, compounds, projects, developments, plans, research data, clinical data, financial data, personnel data, computer programs, customer and supplier lists, and contacts at or knowledge of customers or prospective customers of the Company. You will not disclose any Proprietary Information to any person or entity other than authorised employees or officers of the Company. You will not use Proprietary Information for any purpose (other than in the performance of your duties as an Contractor of the Company), either during or after your contract with the Company, unless and until such Proprietary Information has become public knowledge without fault by you.

(b) You agree that all files, letters, memoranda, reports, records, data, sketches, drawings, laboratory notebooks, program listings, or other written, photographic, or other tangible material containing Proprietary Information, whether created by you or others, which shall come into your custody or possession, is the exclusive property of the Company to be used by you only in the performance of you duties for the Company. All such materials or copies thereof and all tangible property of the Company in your custody or possession shall be delivered to the Company, upon: earlier of:



- (i) any request by the Company; or
- (ii) termination of your Contract.

After such delivery, you will not retain any such materials or copies thereof or any such tangible property.

(c) You agree that your obligation not to disclose or to use information and materials of the types set out in paragraphs (a) and (b) above, and your obligation to return materials and tangible property, set out in paragraph (b) above, also extends to such types of information, materials and tangible property of customers of the Company or suppliers to the Company or other third parties who may have disclosed or entrusted the same to the Company or to you.

ii. You acknowledge that:

(a) the Proprietary Information has been and will be acquired by the Company at the Company's initiative and expense;

(b) the Company has expended and will expend effort and money in establishing and maintaining their customer base, employee skills and the Proprietary Information; and

Accordingly, it is reasonable that you enter into the representations and warranties contained in this letter and that if your contract is terminated, you should continue to be subject to clauses 10, 11 and 12.

8. DISCOVERIES

i. Information

You represent and warrant that:

(a) you will immediately inform the Company of any matter which may come to your notice during your contract which may be of interest or of any importance or use to the Company; and

(b) you will immediately communicate to the Company any proposals or suggestions occurring to you during your contract which may be of service for the furtherance of the business of the Company.



ii. Disclosure of Developments

You represent and warrant that:

(a) you will make full and prompt disclosure to the Company of all inventions, improvements, discoveries, methods, developments, software, and works of authorship, whether patentable or not, which are created, made, conceived or reduced to practice by you or under your direction or jointly with others during the course of your contract by the Company or as a direct or indirect consequence of your contract by the Company, whether or not during normal working hours or on the premises of the Company (all of which are collectively referred to in this letter as Development; and

(b) you will immediately deliver to the Company full particulars concerning the Developments.

iii. Ownership of Developments

You acknowledge that the Company as your employer is the owner of all Developments and all related patents, patent applications and copyrights and to the extent that the Company is not the owner of a Development and any related patent, patent application or copyright, you hereby assign to the Company all your right, title and interest in and to that Development and all related patents, patent applications and copyrights.

9. NON-COMPETITION

During the Contract

You represent and warrant that you will not without the prior written consent of the Company during your contract either directly or indirectly in any capacity (including without limitation as principal, agent, partner, employee, shareholder, unit holder, joint venturer, director, trustee, beneficiary, manager, consultant or adviser) carry on, advise, provide services to or be engaged, concerned or interested in or associated with any business or activity which is competitive with any business carried on by the CSG or be engaged or interested in any public or private work or duties which in the reasonable opinion of the Board may hinder or otherwise interfere with the performance of your duties under this Agreement. This clause does not prohibit the holding (whether directly or through nominees) of shares listed on a recognised stock exchange.

10. TERMINATION

i. This contract may be terminated by either party (Contractor & Company) by giving two (2) week notice in writing



ii. Company to give notice

The Company may terminate your contract by giving notice effective immediately, if you -

- (a) are incapacitated by illness or injury of any kind which prevents you from performing your duties under this Agreement for a period of 5 working days
- (b) are in breach of any of the terms set out in this letter; or
- (c) are convicted of any criminal offence which in the reasonable opinion of the Company brings you or the Company into disrepute; or
- (d) are or become incompetent or continually or significantly neglectful in the performance of your duties.

11. CONSEQUENCES OF TERMINATION

i. Return of all property

On termination of your contract, however occurring, you will immediately return to the Company all property belonging to the Company which is in your possession, including (without limiting the foregoing) the Company's documents.

ii. No representation

After termination of your contract, however occurring, you will not represent yourself as being in any way connected with or interested in the business of the Company.

12. POLICIES AND PROCEDURES

You will comply with all policies and procedures as issued by the Company from time to time, including any variations to existing policies or procedures. These policies and procedures may include guidelines for ethical and professional behaviour and matters concerning conflict of interest.

13. DELEGATION AND ASSIGNMENT

This Agreement is personal to the parties and:

- (a) you will not delegate the performance of the duties set out in this Agreement to any employee or agent of the Company without the prior written consent of the Board of Directors or any nominee of the Board; and



(b) this Agreement will not be assigned by either party without the prior written consent of the other party.

14. SEVERABILITY

Any provision of this Agreement which is or becomes illegal, void or unenforceable will be ineffective to the extent only of such illegality, voidness or unenforceability and will not invalidate the remaining provisions.

15. VARIATION

Any variation to these terms must be in writing signed on behalf of the Company and by you.

16. NO WAIVER

Failure or omission by the Company at any time to enforce or require strict or timely compliance with any provision in this letter will not effect or impair that provision in any way or the right of the Company to use other remedies it may have in respect of any breach of any such provision.

17. GOVERNING LAW

Your contract is governed by, takes effect and will be construed in accordance with the laws of India, and you irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of India and courts entitled to hear appeals therefrom.



SCHEDULE "A"

Position Title: Intern

Remuneration: Rupees 25,000 per month

If you agree to the terms and conditions set out above, please sign the acknowledgment below and return the signed letter to us.

Yours sincerely

Shashidhar Mendon (India)
Talent Acquisition Manager (APAC)
CSG Systems International (India) Private Limited

I, Anurag Siddamshetty hereby agree to the terms and conditions of contract contained in this letter.

.....
Signed by

Date:

Anurag Siddamshetty

Hyderabad

Dear Anurag Siddamshetty,

Date: 26th October, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the **CSG**. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: DWMS

Date of Commencement of Employment:

The commencement date of your employment is **4th July 2022**

Location of work

Embassy Tech Village, Unit 1, 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road, Bengaluru – 560103

CSGI.COM

CSG Systems International (India) Pvt. Ltd.

Embassy Tech Village, Ground and 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road,
| Bengaluru - 560 103. | INDIA | T +91 80 46843001 / 46231444 | F +91 80 46231900

CIN: U72200KA2004PTC068374



TOGETHER, YOU WIN.

Annexure
Anurag
Siddamshetty
Software Dev Engr Grad

First Name
Last Name
Position

Components of Compensation	Amount (Per Annum) (In Rupees)	Mode of Payment
Basic Compensation	300,000	Paid Monthly
House Rent Allowance	150,000	Paid Monthly
Special Allowance	249,000	Paid Monthly
FRP*	15,000	Reimbursement
Gross	714,000	
Retirals		
Provident Fund	36,000	
Total Annual Salary	750,000	
*FRP Components		
Leave Travel Assistance (LTA) - 5% of Basic salary	15,000	
Total FRP	15,000	



G. Raghavendar
18241 AOSD
CSG - C

Gudipati Sree Sai Raghavendar

Hyderabad

Dear Gudipati Sree Sai Raghavendar,

Date: 26th October, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

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Position Details:

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Reporting Unit: DWMS

Date of Commencement of Employment:

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Location of work

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CSG Systems International (India) Pvt. Ltd.

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Bengaluru - 560 103 | INDIA | T +91 80 46643001 / 46231444 | F +91 80 46231900

CIN: U72200KA2004PTC068374



Annexure

First Name
Last Name
Position

Gudipati Sree Sai
Raghavendar
Software Dev Engr Grad

Components of Compensation	Amount (Per Annum) (In Rupees)	Mode of Payment
Basic Compensation	300,000	Paid Monthly
House Rent Allowance	150,000	Paid Monthly
Special Allowance	249,000	Paid Monthly
FRP*	15,000	Reimbursement
Gross	714,000	
Retirals		
Provident Fund	36,000	
Total Annual Salary	750,000	
*FRP Components		
Leave Travel Assistance (LTA) - 5% of Basic salary	15,000	
Total FRP	15,000	



18241A05F5
M. SHYAM NAYAK
CSE-C

Malath Shyam Nayak

Hyderabad

Dear Malath Shyam Nayak,

Date: 26th October, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

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Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: DWMS

Date of Commencement of Employment:

The commencement date of your employment is **4th July 2022**

Location of work

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CSGI.COM

CSG Systems International (India) Pvt. Ltd.

Embassy Tech Village, Ground and 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road,
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CIN: U72200KA2004PTC068374



TOGETHER, YOU WIN

First Name
Last Name
Position

Annexure
Malath Shyam
Nayak
Software Dev Engr Grad

Components of Compensation	Amount (Per Annum) (In Rupees)	Mode of Payment
Basic Compensation	300,000	Paid Monthly
House Rent Allowance	150,000	Paid Monthly
Special Allowance	249,000	Paid Monthly
FRP*	15,000	Reimbursement
Gross	714,000	
Retirals		
Provident Fund	36,000	
Total Annual Salary	750,000	
*FRP Components		
Leave Travel Assistance (LTA) - 5% of Basic salary	15,000	
Total FRP	15,000	



Dadu Sharief Shaikh
18241A0568 (G8)
CSE - C

Dadu Sharief Shaikh

Hyderabad

Dear Dadu Sharief Shaikh,

Date: 26th October, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the **CSG**. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: DWMS

Date of Commencement of Employment:

The commencement date of your employment is 4th July 2022

Location of work

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CSGI.COM

CSG Systems International (India) Pvt. Ltd.

Embassy Tech Village, Ground and 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road,
| Bengaluru - 560 103 | INDIA | T +91 80 46843001 / 46231444 | F +91 80 46231900

CIN: U72200KA2004PTC068374



First Name
Last Name
Position

Annexure
Dadu Sharief
Shaik
Software Dev Engr Grad

Components of Compensation	Amount (Per Annum) (In Rupees)	Mode of Payment
Basic Compensation	300,000	Paid Monthly
House Rent Allowance	150,000	Paid Monthly
Special Allowance	249,000	Paid Monthly
FRP*	15,000	Reimbursement
Gross	714,000	
Retirals		
Provident Fund	36,000	
Total Annual Salary	750,000	
*FRP Components		
Leave Travel Assistance (LTA) - 5% of Basic salary	15,000	
Total FRP	15,000	



Bijayashree Das
18241A0507
ESE - E

Bijayashree Das

Andhra Pradesh

Dear Bijayashree Das,

Date: 26th October, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the **CSG**. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: DWMS

Date of Commencement of Employment:

The commencement date of your employment is **4th July 2022**

Location of work

Embassy Tech Village, Unit 1, 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road, Bengaluru - 560103

CSGI.COM

CSG Systems International (India) Pvt. Ltd.

Embassy Tech Village, Ground and 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road,
| Bengaluru - 560 103. | INDIA | T +91 80 46843001 / 46231444 | F +91 80 46231900

CIN: U72200KA2004PTC068374



Annexure

First Name
Last Name
Position

Bijayashree
Das
Software Dev Engr Grad

Components of Compensation	Amount (Per Annum) (In Rupees)	Mode of Payment
Basic Compensation	300,000	Paid Monthly
House Rent Allowance	150,000	Paid Monthly
Special Allowance	249,000	Paid Monthly
FRP*	15,000	Reimbursement
Gross	714,000	
Retirals		
Provident Fund	36,000	
Total Annual Salary	750,000	
*FRP Components		
Leave Travel Assistance (LTA) - 5% of Basic salary	15,000	
Total FRP	15,000	



CYBERARK SOFTWARE (INDIA) PRIVATE LIMITED

CONFIDENTIALDate: 2nd May 2022

D Teja Sree

16-143/2/A, Sarvodaya Nagar Colony,
Near Brilliant Grammar High School,
Erragadda, Nagarkurnool, 500018

Dear D Teja Sree,

CYBERARK SOFTWARE (INDIA) PRIVATE LIMITED ("Employer", "Company") is pleased to offer you employment on the following terms, subject to satisfactory references and conditional upon your eligibility to live and work in India and based on your representations made below.

You have represented to the Employer the following:

- (a) that there are no restrictions, agreements or understandings whatsoever to which you are a party and which would prevent or make it unlawful for you to accept this offer of employment
- (b) this employment shall not constitute a breach of any contract, agreement or understanding, oral or written, to which you are a party or by which you are bound.
- (c) that you are free and able to enter into employment with the Employer.
- (d) that any notice period you are required to give or to serve with a previous employer has expired on commencement of this employment and that by entering into or performing any of the employment duties for the Employer, you will not be in breach of any other obligation binding on you. You irrevocably undertake to indemnify the Employer on a continuing basis against any loss, liability, damage, costs and claims which the Employer may suffer or incur arising out of any claim made by any other party on account of you acting in breach of any obligation owed to such party by performing your duties under this employment.

The other terms and conditions are as follows:

- 1. The name of your Employer is **CyberArk Software (India) Private Limited.**
- 2. Name of Employee: **D Teja Sree**
- 3. Job Title: **Associate Software Engineer**
- 4. Employment Commencement Date: Upon the completion of your final semester.
- 5. Basic Duties: Your duties are detailed in the job description as specified in **Annexure-A**. However, it is expressly agreed that the job description is only illustrative and not exhaustive and you may also be expected to perform other duties, which are required from time to time.
- 6. Place of Work: Your place of work will be in Hyderabad. The Employer reserves the right to require you to carry out duties on a temporary or permanent basis from any location(s)

Regd off: 3rd Floor, Sreshta Marvel, SY, No. 136 Gachibowli-Kondapur Main Road, Gachibowli
Hyderabad, Telangana - 500032

CIN: U72900TG2019FTC135300



CYBERARK

CYBERARK SOFTWARE (INDIA) PRIVATE LIMITED

Annexure-B**Salary structure****Employee name: D Teja Sree****Designation: Associate Software Engineer****Amounts in INR**

S No	Fixed Salary components	Per month	Per annum
1	Basic Salary	36,690	440,280
2	House Rent Allowance (40% of basic salary)	14,676	176,112
3	Leave Travel Allowance	3,058	36,690
4	Telephone/ Internet allowance	2,000	24,000
5	Vehicle Maintenance Allowance	1,800	21,600
6	Special Allowance	23,310	279,718
Total Fixed Components (A) (See Note 1 below)		81,534	978,400
7	Employer's contribution to Provident Fund @ 12% of Basic Salary (capped at INR 1,800 per month) (B)	1,800	21,600
Total CTC (A + B)		10,00,000	

Notes:

1. The above components are payable subject to deduction of income taxes and other applicable statutory deductions as may be applicable and the employee should submit the required declarations and bills / receipts for claiming tax deductions for certain allowances as per applicable regulations and Company policies



CYBERARK®

CYBERARK SOFTWARE (INDIA) PRIVATE LIMITED

CONFIDENTIAL

Date: 2nd May 2022

**Thadigoppula Karthik Manikanta
14-1-211/599, Parvath Nagar,
Borabanda, Hyderabad,
Telangana, Pin Code:500018**

*T. Karthika Manikanta
18241A05B6.
CSE-B.*

Dear Thadigoppula Karthik Manikanta,

CYBERARK SOFTWARE (INDIA) PRIVATE LIMITED ("Employer", "Company") is pleased to offer you employment on the following terms, subject to satisfactory references and conditional upon your eligibility to live and work in India and based on your representations made below.

You have represented to the Employer the following:

- (a) that there are no restrictions, agreements or understandings whatsoever to which you are a party and which would prevent or make it unlawful for you to accept this offer of employment
- (b) this employment shall not constitute a breach of any contract, agreement or understanding, oral or written, to which you are a party or by which you are bound.
- (c) that you are free and able to enter into employment with the Employer.
- (d) that any notice period you are required to give or to serve with a previous employer has expired on commencement of this employment and that by entering into or performing any of the employment duties for the Employer, you will not be in breach of any other obligation binding on you. You irrevocably undertake to indemnify the Employer on a continuing basis against any loss, liability, damage, costs and claims which the Employer may suffer or incur arising out of any claim made by any other party on account of you acting in breach of any obligation owed to such party by performing your duties under this employment.

The other terms and conditions are as follows:

1. The name of your Employer is **CyberArk Software (India) Private Limited**.
2. Name of Employee: **Thadigoppula Karthik Manikanta**
3. Job Title: **Associate Software Engineer**
4. Employment Commencement Date: Upon the completion of your final semester.
5. Basic Duties: Your duties are detailed in the job description as specified in **Annexure-A**. However, it is expressly agreed that the job description is only illustrative and not exhaustive and you may also be expected to perform other duties, which are required from time to time.
6. Place of Work: Your place of work will be in Hyderabad. The Employer reserves the right to require you to carry out duties on a temporary or permanent basis from any location(s)

Carbon Copy Events	Status	Timestamp
--------------------	--------	-----------

Sara Avital
Sara.Avital@cyberark.com
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Giridhar Dampetta
Giridhar.Dampetta@cyberark.com
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Accepted: 1/6/2021 7:00:51 PM
ID: 9d0727af-ecef-49a2-a857-10699901c8c9

Geetha Kalimahanti
Geetha.Kalimahanti@cyberark.com
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
-------------------------	--------	------------

Envelope Sent	Hashed/Encrypted	5/2/2022 12:51:02 PM
Certified Delivered	Security Checked	5/3/2022 6:13:57 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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E. Sushanth Reddy
1824 HA0573
CSE-B.



Offer for Employment

Date: 28-10-2021

To,
Mr/Ms. Sushanth E

Dear Sushanth,

Sub: Letter of Offer for Employment

We are pleased to make you an offer as Intern in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 24-01-2022 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private Limited

Shravan Kumar Dullur
Director.

With the signature below, I accept this offer for employment.

Name: Sushanth E
Date:

Performance Variable Pay:

Rating	Pay-out (For 12 month period)
1 - Distinctive	20% of total fixed salary
2 - Exceeds Expectations	10% of total fixed salary
3 - Meets Expectations	5% of total fixed salary
4 - Performance Issues	NA

The performance and retention bonuses are paid half-yearly. The retention bonus is subject to recovery if the employee fails to serve the company for a period of 12 months from the date of payment.

The relocation allowance is applicable only if an employee is relocating to their office city from a different location.

Annexure B:**1. Personal Particulars:**

You will keep us informed of any change in your residential address, your family status or any other relevant particulars to ensure correspondence at any point throughout your employment and after separation. You would also let us know the name and address of your legal heir/nominee.

2. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position and location, the company reserves the right to send you on deputation/transfer/assignment to any position at any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

3. Probation:

The company follows a policy of a 6 month probation period. The company shall have the opportunity to assess the suitability of the employee's performance and conduct (in the probation period). During the probation period, either party can terminate the agreement by giving one month's notice.

4. Performance Reviews and Appraisal:

The Company follows a policy of bi-annual performance reviews. You will be eligible for performance-based incentives on the basis of your performance during the corresponding review period.

The Company also has a policy of annual salary appraisal based on performance.

I. You can terminate this employment by serving a notice of two months. It is the company's sole discretion to waive off the notice period with the option to buy out the notice period. In case notice period buyout is agreed by the company in lieu of shortfall of serving notice period, the employee is bound to pay an amount equivalent to the Basic Salary for the days there is a shortfall of serving the notice period.

II. The company can terminate employment at any time by giving a notice of two months. However, in cases where employee performance does not meet expectations, the employee will be put through a performance improvement plan as per the prevailing policy. In case there is no progress at the end of the plan, the employment will be terminated immediately without any notice of termination or notice pay.

III. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case, your employment shall automatically come to an end without any notice of termination or notice pay. The company also holds the right to go for any penal actions against the employee.

IV. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of a contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein, the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

10. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In the case at a later date, any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as travelling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Offer for Employment

Date: 28-10-2021

To,
Mr/Ms. Sravya Thumati

Dear Sravya,

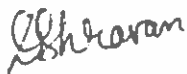
Sub: Letter of Offer for Employment

We are pleased to make you an offer as Intern in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 24-01-2022 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private Limited



Shravan Kumar Dullur
Director.

With the signature below, I accept this offer for employment.

Name: Sravya Thumati
Date:

Annexure A - Role and Compensation:

Your internship period will be 6 months from your date of joining. Depending on your performance during the internship period, you may be offered a full-time employment role with the designation as Software Engineer.

You will be paid an amount of ₹25,000 per month as a stipend during the initial 6-month Internship period. If you are converted into a full-time employee, you will be paid total compensation of Rs. 15,50,000 per annum as detailed below.

Component	Value
Basic Pay	4,00,000
House Rent Allowance	1,60,000
Leave and Travel Allowance	33,333
Special Allowances	1,85,067
Employer Provident Fund	21,600
Total Fixed Salary	8,00,000
Variable Performance Bonus	1,60,000
Employee Retention Pay (ERP) - 1 st Year	2,50,000
Employee Retention Pay (ERP) - 2 nd Year	2,50,000
Employee Relocation Allowance	8,0000
Employee Insurance	10,000
Total CTC	15,50,000

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Date: 04/27/2022

Sai Anoushka Kokku

C10988715

Plot no:170/4, Road number 24, Vivekananda nagar colony, Kukatpally

9985244410

Dear Sai Anoushka Kokku,

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

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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- Annexure II for documentation to be submitted by you.
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Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		5,41,500/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		46,028/-
Maximum Annual Total earning potential(A+B)		5,87,528/-
(C) Joining Bonus		
Joining Bonus (Refer to the section C)	*	INR 50,000/-
(D)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 9,100/-
Notional Insurance Premium paid by Company		INR 11,600/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		INR 658228/-
(E)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(F)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 8,100/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

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Your annual fixed compensation is INR 5,41,500. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

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As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two

Shiny Melingi
18241A0532

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Date: 04/27/2022

Shiny Melingi

C10988717

H.No:8-3-231/A/214, Sri Krishna Nagar, Yousufguda, Khairatabad, Hyderabad, Telangana-500045

9398374892

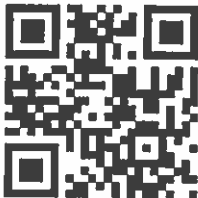
Dear Shiny Melingi,

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

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



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Date: 04/27/2022

Fazilath Maheen

C10988721

House Number: 1-169/3 Gowthaminagar, Chandanagar, Hyderabad, Telengana

7036095803

Dear Fazilath Maheen,

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

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



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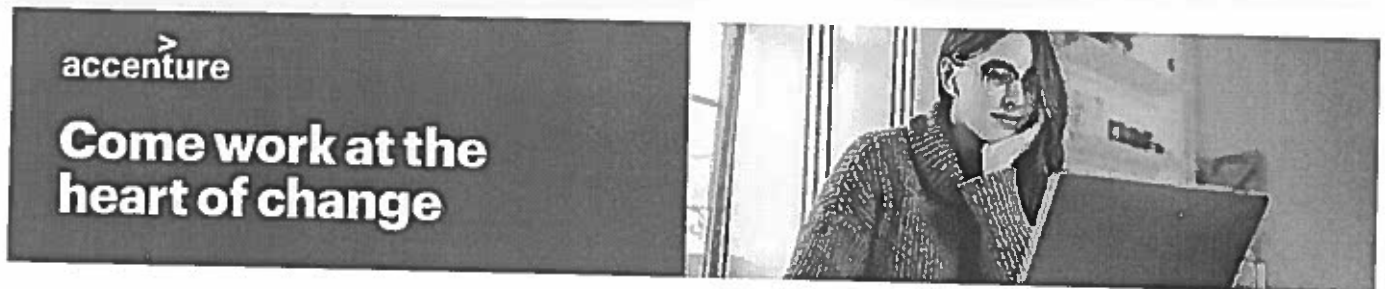
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18241AD596

md Aftab Ahmed

CSE-B



To,

Name : Mohammed Aftab Ahmed

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mohammed Aftab Ahmed,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks-** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

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Date: 04/27/2022

Lakshmi Priya Bellamkonda

C10988726

48-369, Ganesh Nagar, Chintal

9603521705

Dear Lakshmi Priya Bellamkonda,

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

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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- Annexure II for documentation to be submitted by you.
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Joining Bonus (Refer to the section C)	INR 50,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 9,100/-
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Annual Internet reimbursement	
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Date: 04/27/2022

Greeshma Patham

C10988738

4-40-73 Pragathi nagar, kukatpally

9381589910

Dear Greeshma Patham,

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

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Date: 04/27/2022

Pavitra Amaranayani

C10988740

villa 552, APR pranav antilla, Bachupally

7036351927

Pavitra Amaranayani
18241A05R7
CSE-E

Dear Pavitra Amaranayani,

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

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Date: 04/27/2022

Anika Pranavi Toram

C10988741

H.No 43/C 8-3-191/580 Srinivasa Nilayam, Vengalrao Nagar

9550390055

Dear Anika Pranavi Toram,

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

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Date: 04/27/2022

Avilash Bachu

C10988761

HNO:11-8-2,P Sundharaiah Nagar.Sircilla,RajannaSircilla.

7989792681

Dear Avilash Bachu,

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

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Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	5,41,500/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	46,028/-
Maximum Annual Total earning potential(A+B)	5,87,528/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 50,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (Indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 9,100/-
Notional Insurance Premium paid by Company	INR 11,600/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 658228/-
(E)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 8,100/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 5,41,500. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two

Pratapagiri Sarath Chandra
18241A054L
CSEA IT year

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accenture

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Date:29-Mar-2022

Sarath Chandra Pratapagiri
C10939620

Flat No. 401, B-block, Gothics Pride, RK layout, pragathinagar, hyderabad
7799182335

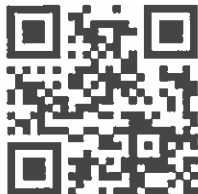
Dear Sarath Chandra Pratapagiri,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Notional Benefits	
#(D) Gratuity as per law + Benefits	9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

A-priyanka
1824A0555
CSG-1



Strictly Private and Confidential

Date:29-Mar-2022

Priyanka Aramadaka
C10939624

5-3-363,plot no:52,laxmi nagar, Ramalayam road ,Kukatpally, Hyderabad
7995919184

Dear Priyanka Aramadaka,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Notional Benefits	
#(D) Gratuity as per law + Benefits	9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.



Strictly Private and Confidential

Date:29-Mar-2022

Yoshitha Challagulla
C10939634

H NO:8-3-224/H/13/403-H-26,SARADA RESIDENCY,MADHURA NAGAR, AMEERPET
9949433688

Dear Yoshitha Challagulla,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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

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MAKE A DIFFERENCE.**

accenture

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Sawini Reddy Chitti
18241A0570
CSE-B

Date:29-Mar-2022

Sawini Reddy Chitti
C10939638

20-523/1/A, Vidhyanagar,huzurabad
9502771517

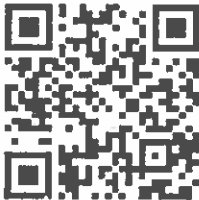
Dear Sawini Reddy Chitti,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500
Maximum Annual Total earning potential (A+B)		4,15,500
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		25,000
(D) Additional Notional Benefits		
#(D) Gratuity as per law + Benefits		9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

TERMS OF EMPLOYMENT

Your employment for Accenture Solutions Private Limited ("Company" or "Accenture") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

1.1 If your management level is 5 to 11

- 1.1.1 You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at any time extend this period of probation for an additional period up to sixty (60) calendar days upon notice to you.
- 1.1.2 Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended up to an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.1.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days' notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.1.4 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

1.2 If your management level is 12 or 13

- 1.2.1 You shall be on probation for a period of three hundred sixty-five (365) days from the effective start date of your employment with Company. Company may, in its sole discretion, at any time extend this period of probation for an additional period up to sixty (60) days upon notice to you.
- 1.2.2 Unless otherwise communicated to you by Company, the probation period shall expire three hundred sixty five (365) days after your effective start date, unless the probation period is extended up to an additional sixty (60) day period, in which case, the probation period shall expire after a maximum of four hundred twenty five (425) days after your effective start date.
- 1.2.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days' notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.3 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

2. Employee screening

- 2.1 You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any

Accenture Solutions Private Limited
Terms of Employment

- 7.3 Unless otherwise provided by Company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.
- 7.4 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

8. Statutory and Other Benefits

- 8.1 Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to Company's benefits policies. Filling nomination forms and completing related nomination formalities for various statutory and other benefits is a mandatory Company process. You agree to comply with the process and adhere to the timelines as communicated at the time of joining or anytime during your employment with the Company.
- 8.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, portion of any contributions payable by you under the schemes.

9. Leave Policy

- 9.1 Company's leave policy shall apply to your employment and may be modified by Company at any time, in its sole discretion, upon notice to you.

10. Termination

- 10.1 Your employment shall terminate immediately:
- 10.1.1 **W h e n** you reach the age of sixty (60) years.
- 10.1.2 **I f management level is 5 to 12:** Upon Company giving you ninety (90) calendar days' notice of terminate on for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.3 **I f your management level is 13:** Upon Company giving you thirty (30) calendar days' notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.4 **U p o n** Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 10.2 Company may terminate your employment immediately, with or without notice, on the occurrence of:
- 10.2.1 **E m b e z z l e m e n t**, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- 10.2.2 **E n g a g i n g** in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any

- 11.7 Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 11, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

- 12.1 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Confidentiality

- 13.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- 13.2 During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not make known, communicate, share, provide access to, transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose, or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company, except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavors to prevent any other person from doing so; (c) not disclose or divulge, share, provide access to, transfer or otherwise make available the Confidential Information to or for the benefit of any third person or entity, except to partners, employees or other authorized agents of the Company, to the extent you must do so to perform your assigned duties for the Company, without the prior written authorization of the Company and you shall also use your best endeavors to prevent any other person from disclosing or divulging such Confidential Information; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment and you shall cease all use of any Confidential Information and Accenture Works (as defined in the next section), and you shall promptly, at Company's option, deliver to the Company or delete all originals and copies of any Confidential Information in any form or medium in your possession or control (including any of the foregoing stored or located in your office, home, laptop, tablet computer, smartphone, storage device or any other device that is not Company property or is not returned to Company) and shall notify and fully cooperate with the Company regarding the delivery or deletion of any other Confidential Information of which you are aware. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential, threatened or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, who may be a competitor of Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. You agree that any threatened or actual breach of this Section by you is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages, and if the Company chooses to enforce its right to obtain an injunction from a court restraining such a breach or threatened breach, or specific performance of the provisions of this Section, you hereby waive the adequacy of a remedy at law as a defense to such relief Company's

action of any kind against Accenture and its affiliates and their employees, contractors or clients with respect to such rights and grant to Accenture

- 14.3 You and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will immediately deliver to Company all Work Product, including any parts or copies thereof completed, Created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, either during or after the termination of employment hereunder maintain records, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). You agree to maintain any records, execute any further documents and take any further actions requested by the Company to assist it in validating, effectuating, maintaining, protecting, enforcing, assigning, perfecting, recording, patenting or registering any Accenture Works or related intellectual property rights. In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts including in relation to any government authorities or agencies, with the same legal force and effect as if executed by you.
- 14.4 "Prior Works" are Work Product that you have created prior to your employment with the Company. You agree that you will not incorporate any portion of any Prior Works into or use any Prior Works in any work you may undertake as part of your employment at the Company. If, notwithstanding the foregoing, you incorporate or use any Prior Works in any work as part of your employment at the Company, you hereby grant to the Company (and its designees) a perpetual, irrevocable, non-exclusive, royalty-free, worldwide, assignable, sublicensable (through multiple layers) license under all intellectual property and other rights (including patents, copyrights, trademarks and trade secrets) in any such Prior Works for all purposes in connection with Company's current and future business. If you own any Prior Works that are relevant or related to your work or employment duties at the Company, you have disclosed a description of such items on Exhibit A.
- 14.5 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. You will not, while employed by the Company, use or disclose any proprietary information, intellectual property, Confidential Information or trade secrets of any former employers or other third parties and you will not store on any Company device or bring onto the premises of the Company any documents (regardless of the media on which those documents are contained) or any property belonging to your former employers or other third parties unless consented to in writing by the relevant employer and/or third party. You shall indemnify, hold harmless and (at Company's request) defend the Company and its partners, officers, directors, employees and other representatives from any breach (or claim that if true would be a breach) of the foregoing covenant. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.
- 14.6 You shall comply with all relevant policies and guidelines of the Company regarding the protection of Confidential Information and intellectual property, including, without limitation, Accenture's Confidentiality Policy (AP 69), Intellectual Property Policy (AP 91) and Open Source Software Policy (AP 314). You acknowledge that Company may amend any such policies and guidelines from time to time, and that you remain at all times bound by their most current version. If there is any conflict between the terms of any such policies and guidelines and the terms of this Terms of Employment, the latter will prevail.

- 15.7 You agree that any breach by you of this clause 15 may not adequately be compensated by an award of damages and any such breach will entitle the Company, in addition to any other remedies available at law or in equity, to seek an injunction to restrain you from committing any breach (or continuing to commit any breach).

16. Non-Compete

- 16.1 During the term of your employment or these Terms of Employment, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

17. Warranties

- 17.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.
- 17.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(is), person(s) or entity(is) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.
- 17.3 You hereby represent and warrant that you shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with yourself to Accenture, including any such documents or materials from your previous employer. To the extent you feel that your employment at Accenture would require you to bring any third party documents or materials to Accenture you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Accenture. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Accenture to terminate your services with immediate effect.
- 17.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.
- 17.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder

18. Indemnification

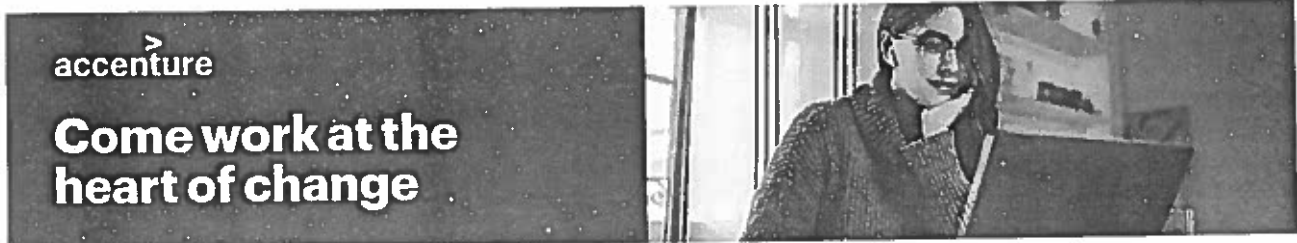
- 18.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

19. General

- 19.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Accenture may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Accenture to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or

Accenture Solutions Private Limited
Terms of Employment

18241A05B1
CSE-B
Shriya Manda



To,

Name : Sai Jahnvi Tulasi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Jahnvi Tulasi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
- After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

BE YOURSELF, MAKE A DIFFERENCE.

accenture

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182A1A05C2
AVL.LAVANYA

Date:29-Mar-2022

Lavanya Ambadipudi Venkata Lalitha
C10939646

fno.109,Sai Spectra Apartments , Czech colony, Street 3,Sanathnagar,Hyderabad,Telangana,500018.
9440523470

Dear Lavanya Ambadipudi Venkata Lalitha,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Notional Benefits	
#(D) Gratuity as per law + Benefits	9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.



18241A05D1
Tarun Chandu
CSE - C

Offer: Computer Consultancy
Ref: TCSL/CT20213645642/Hyderabad
Date: 06/09/2021

Mr. Tarun Chandu V H N S Devarakonda
Flat No 202, Mig 611, Svr ResidencyPhase 2,
Kphb Community Hall,
Hyderabad-500072,
Telangana.
Tel# 91-9959553729

Dear Tarun Chandu V H N S Devarakonda,

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 &

TCS Confidential
TCSL/CT20213645642

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



GROSS SALARY SHEET

Annexure 1

Name	Tarun Chandu V H N S Devarakonda
Designation	Assistant System Engineer-Trainee
Institute Name	Gokaraju Rangaraju Institute Of Engg & Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

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

M. Beulah
18241A05 F8
CSE -C

**BE YOURSELF,
MAKE A DIFFERENCE.**

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Date:29-Mar-2022

**Beulah Mungara
C10939647**

**H No 25-29/28/A, Mayuri Nagar, Near mandal office, RC Puram
8919373139**

Dear Beulah Mungara,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
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Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Notional Benefits	
#(D) Gratuity as per law + Benefits	9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

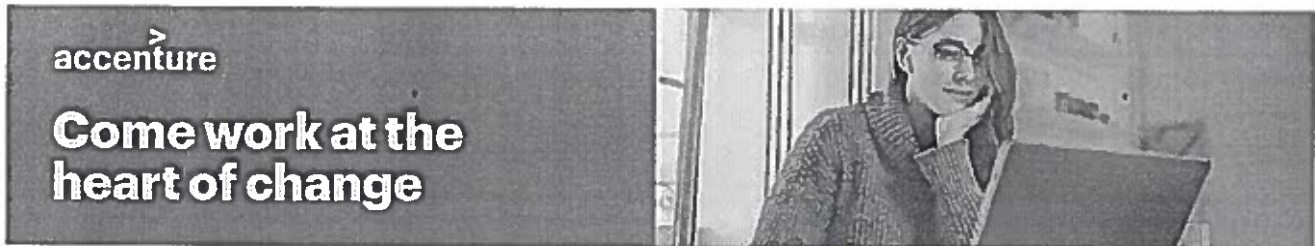
(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

P. Jashwanth
18241A05M3
CSE-D



To,

Name : Jashwanth Peguda

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jashwanth Peguda,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:29-Mar-2022

Pruthvi Raj Pittala
C10939654

Hno 4603 road no 15 new Mig bhel Hyderabad
7680889136

Dear Pruthvi Raj Pittala,

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

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



Please refer to:

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

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(C) Joining Bonus		
Joining Bonus (Refer to the section C)		25,000
(D) Additional Notional Benefits		
#(D) Gratuity as per law + Benefits		9,500
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		4,50,000

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S. Savitha

18241A05M9

accenture

**Come work at the
heart of change**



To,

Name : Savitha Salunke

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Savitha Salunke,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
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- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"