



**SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS**

An ISO 9001:2015 & ISO 14001:2015 Certified Institution

Approved by AICTE, New Delhi & Affiliated to JNTUA, Ananthapuramu, AP.

Near C. Gollapalli, Tirupati – 517 505, Andhra Pradesh

**5.2.1. Percentage of placement of outgoing students and students progressing to higher education during the last five years**

Academic Year	No of Students placed	No of students Progressing Higher Education	Total students placed and Progressing higher education
2022-2023	213	9	222
2021-2022	213	5	218
2020-2021	211	14	225
2019-2020	200	13	213
2018-2019	173	44	217

Principal

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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

# kyndryl

*Kyndryl Solutions Private Limited  
(formerly known as Grand Ocean Managed Infrastructure Services  
Private Limited)  
CIN: U72900KA2021PTC142940  
No. 12, Subramanya Arcade,  
Bannerghatta Main Road  
Bangalore - 560029, India  
Phone: +91 80 63697722*

Dear Navya sree Challa,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl/IBM as a Associate - Technical Engineer, effective September 27, 2021. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

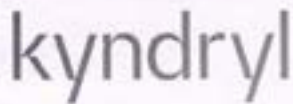
The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

  
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TIRUPATI - 517 505



September 14, 2021

Kyndryl Solutions Private Limited  
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)  
CIN: U72900KA2021PTC142940  
No. 12, Subramanya Arcade,  
Bannerghatta Main Road  
Bangalore - 560029, India  
Phone: +91 80 63697722

Dear Navya sree Challa,

The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

#### Acceptance and Commencement

Your appointment will be effective on your joining date, i.e September 27, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
  - Voter ID card
  - Driving Licence
  - Aadhaar Card
  - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

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- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore . However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
  - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
  - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
  - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
  - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Medisave Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your onboarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on [www.nationalskillsregistry.com](http://www.nationalskillsregistry.com). To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl, and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

**Settling in Allowance** - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

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amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.



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ANNEXURE A

DATE	September 14, 2021		
NAME	Navya sree Challa	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>Kyndryl Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
<b>3. Annual Reference Salary (ARS)</b>		<b>394760</b>	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
<b>5. Annual Reference Salary + Retirals</b>		<b>425000</b>	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

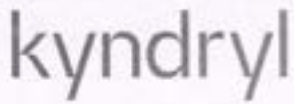
OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

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OTHER COMMITMENTS/ CONDITIONS





The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By - Kyndryl Authorized Signatory  
Talent Acquisition Leader ISA

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ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE  
-----  
PRINTED NAME  
-----  
DATE OF JOINING  
-----  
DATE  
-----

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE  
-----  
PRINTED NAME  
-----  
DATE  
-----

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retirement benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

\*For detailed information please refer to Company policies, which are subject to change from time to time.

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### Other Benefits– Additional Information\*

#### Group Term Life and Accident Rider Coverage Scheme

##### Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

##### Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

##### Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) \*

*\*Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

##### Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

##### Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- ( at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

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## National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

## ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

## Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Policy and shall be paid under following circumstances:

- a) In case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having been under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

*\* For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

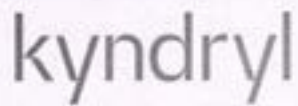
## Maternity Benefit:

All women Kyndryl employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and Kyndryl Maternity Leave Policy as may be amended from time to time. These benefits currently include:

### 1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.
- d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

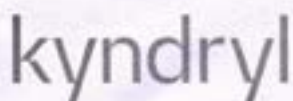
2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.



3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer Kyndryl Maternity leave policy and Kyndryl Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.



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**ANNEXURE B - NON-DISCLOSURE AGREEMENT**

**Agreement Regarding Confidential Information, Intellectual Property, and Other Matters**

Serial # : \_\_\_\_\_ Date Of Hire : \_\_\_\_ / \_\_\_\_ / \_\_\_\_\_

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, "Kyndryl"), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

'Confidential information or material' of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees' written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver's license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability for confidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individual shall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret if the disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

Also, for purposes of this Paragraph 2(a), "employee of Kyndryl" shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

4. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl's corporate directives including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

5. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity. In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, "artist's rights" or "moral rights" in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivative works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

*California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:*

# kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I have any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date
-------------------------------------	--------------	------------------------------

_____	_____	_____
_____	_____	_____
_____	_____	_____



Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl. I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

8. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl.

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

10. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndryl in writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

11. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

# kyndryl

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

12. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.


My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

---

Employee's Full Name (please print)

Employee's Signature

Employee Serial

  
PRINCIPAL  
Siddhartha International Academy  
Growth of Knowledge  
Near C. G. Road - Phone: 317 505

Date: January 6, 2022

Ref: LTI/HR/Campus/EN1/2021

Name: Vennapusa Ruchitha

College: siddhartha educational academy group of institutions

**OFFER OF EMPLOYMENT**

Dear Vennapusa Ruchitha,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

**TERMS AND CONDITIONS**

**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.


**2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

**3. Documents**

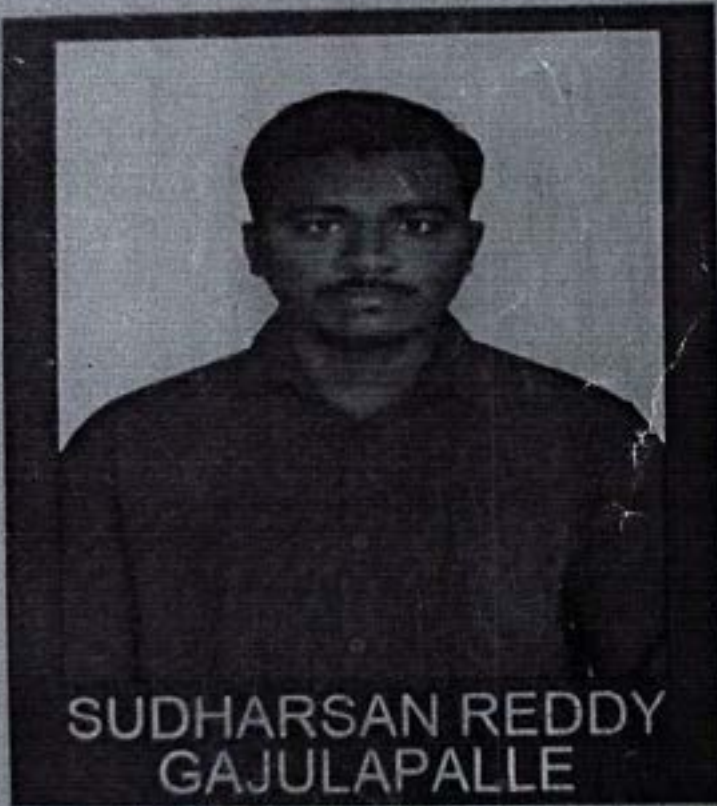
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C. Gollapalli, TIRUPATI-517 505



**TATA**

**TATA CONSULTANCY SERVICES**



**SUDHARSAN REDDY  
GAJULAPALLE**

Card No 806294  
Associate No 2239531

**Tata Consultancy Services Ltd.**

TCS House, Raveline Street, Fort  
Mumbai 400001, India

PRINCIPAL



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218323527/Chennai**  
**Date: 18/12/2021**

Mr. Sudharsan Reddy Gajulapalle  
4/160Tekur,  
Tekur,  
Porumamilla-516505,  
Andhra Pradesh.  
Tel# -

Dear Sudharsan Reddy Gajulapalle,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/DT20218323527**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Career Consultation: 1800 700 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
No. 10, C.Gollapalli, Tirupati-517 505



NatWest  
Group



KALUVAYI SAMARASIMHA

REDDY

65093

PRINCIPAL ✓  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Goliapalli, Tirupati-517 505

**HCL**



**KANCHANA DIVYA**

**52033845**

**BLOOD GROUP: O +VE**

**PRINCIPAL**

Siddartha Educational Academy  
Group of Institutions

## OFFER & APPOINTMENT LETTER

Offer Release Date: December 29, 2021

Dear kanchana divya,  
krishnapuram,5-30, ,,  
Andhra Pradesh, India, .

Dear kanchana divya, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **January 4, 2022** at 9:00 A.M at the following address **ChennaiSEZ-SDB5-U4-GF L1&L2,1F,2F-ex201B**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,65,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

HCLT Confidential

  
PRINCIPAL  
Sri Anand Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 305

Signature of Employee:

**HCL**



HCL

**HCL**



**Manyam Iswarya**

**52043023**

Blood Group: O +ve

PRINCIPAL

Siddhartha Educational Aca  
Group of Institutions

Chennai, Tamil Nadu

OMKAR PLASTIC  
8, Sakshi and Company  
KARAIKAL  
TAMIL NADU  
CHENNAI  
CHENNAI  
CHENNAI

HCL TECHNOLOGIES LTD  
Corporate Identity Number: U71400TN1997PL2041000  
Technology Park, Sector 10, Electronic Zone  
Phase - III, Sector 10, NOIDA 201 304, UP, India  
T: +91 120 2192000 F: +91 120 4000000  
Registered Office: 4th Floor, 4th Cross, New Tech Park, Sector 10, NOIDA, India.  
www.hcltech.com  
9999 000000

**OFFER & APPOINTMENT LETTER**

Offer Release Date: December 31, 2021

Dear MANYAM ISWARYA,  
Chennai  
Chennai, Chennai,  
Tamil Nadu, India, 602024

Dear MANYAM ISWARYA,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd-IDMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Graduate Engineer Trainee in band E1.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on January 4, 2022 at 9:00 A.M at the following address, Chennai-AMB-6, Amb. Ind. Est., MTH Rd, ODC. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in the company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).


Your Total Compensation will be INR 2,75,000 per annum outlined in Annexure I.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of INR 1.25 Lakhs in terms of which you also bind yourself to serve the company for a period of at least 24 months from the date of joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505  
Signature of Employee:

# SIEMENS



Siemens Large Drives India Pvt Ltd.

Vineetha M

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PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupatt-517 505

# SIEMENS

**Manyam Vineetha.**  
5/51B, Pandhivedu (vi),  
B.Kodur(MA), Mekavaripalli(Post),  
Cuddapah(dt),  
Andhrapradesh-516228

Date	11 <sup>th</sup> April 2023
Name & Email	Pooja Shevde pooja.shevde.ext@siemens.com
Dept	P&O / Talent Acquisition
Company	Siemens Large Drives India Pvt. Ltd.
Our reference	339361 / 11153905

Dear Vineetha,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Executive-IT** is starting from **17<sup>th</sup> April 2023** in **Siemens Large Drives India Private Limited in Navi Mumbai.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 800,000/- p.a. (Rupees Eight Lacs Only)**, with the details provided in **Annexure I.**

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final.
2. **Work location** – You are initially appointed to work from **Navi Mumbai.**
3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
4. **Date of birth** – Based on your declaration we have recorded your date of birth as **3<sup>rd</sup> February 2000.**
5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

Siemens Large Drives India Private Limited  
Krishnakumar Ramanathan  
Whole-time Director and CEO

Plot No. C-39, TTC Industrial  
Area, Pawane MIDC Turbhe -  
Mahape Road, Navi Mumbai -  
400705, Maharashtra, India


Registered Office: Plot No. C-39, TTC Industrial Area, Pawane MIDC Turbhe – Mahape Road, Navi Mumbai – 400705, Maharashtra, India  
Corporate Identity Number: U31909MH2022FTC379984

  
**YOTTA**



**Sandeep Kumar**

Employee ID : YIP0362

  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



03-03-2022

Ref.No: APP/CAN\_4873/2021-22

**SANDEEP KUMAR RAJU**

3-16 Upparapalli Kadapa Andhra Pradesh 516268

Dear SANDEEP,

We are very excited about the prospect of you joining NMDC Data Centre Private Limited hereinafter referred to as ("YOTTA"), a vibrant young technology organization on a mission to deliver new age data-enabled services for enterprises and governments in India and abroad, by creating massive Data centre Parks with associated support infrastructure like power plants and fiber networks and delivering hyperscale colocation and value added Technology services on a pay-as-you-use model.

YOTTA represents a collective dream and a mission of all Yottaites, and is driven by our core values of Trust, Mutual Respect, Agility Continuous incremental Innovation, Deep Partnerships and above all Happiness for all.

The following pages will help you with the details of your employment with YOTTA.

**Designation** : Senior Executive - IT Operations  
**Date of Joining** : 23-03-2022  
**Base Location** : Panvel – SEZ, NM1-NMDC, Raigad, Maharashtra, India  
**Fixed CTC** : INR 720000 per annum  
**Variable CTC** : INR 80000 per annum  
**Total CTC** : INR 800000 per annum (Details are as per Annexure 1)

**a) Probation:**

You will be on probation for a period of 6 months from the date of your appointment. You will be participating in YOTTA's 'ABC', 'YOTTA Connect' and 'LEAP' programs during your probation which will help you acclimate better in YOTTA. This probation may be extended by up to 6(six) months based on your performance assessment during the first 6 months. You shall be informed a month prior of your probation completion date about any such decision to extend your probation. On satisfactory completion of this period of probation you will be 'deemed confirmed' in YOTTA.

During probation, either party may terminate the employment with a one month written notice on either side.

Post confirmation, except in cases related to "cause" (such as disciplinary procedure due to serious misconduct, repeated or multiple acts of misconduct, other disciplinary acts similar in nature to the foregoing, gross incompetence resulting in significant financial loss to YOTTA, damage to YOTTA's reputation, etc.), either party may terminate the employment by serving three months' notice from the date of resignation or payment in lieu thereof subject to satisfactory handover of responsibilities.

**b) General:**

**NMDC DATA CENTRE PRIVATE LIMITED (A Yotta Group Company)**  
CIN U45500MH2019FTC328802

International Acad.  
Group of Institutions  
Near C.Gollanalli Tirupati-517 505



During your employment with YOTTA, you are expected to devote your full time and attention to your duties towards YOTTA. You are expected not to have monetary interest in any other business and not to take up any direct or indirect employment or consultancy or advisory role with any other organization, unless the same has been declared to and approved in written by YOTTA.

YOTTA reserves the right to conduct adequate background or reference checks from third party agencies, as may be reasonable on all its potential employees. YOTTA reserves right to re-consider your candidature / employment before or post your on-boarding into YOTTA, in case we find any adverse findings during such background / reference checks where the official records do not match with what you may have declared to us before accepting this Offer letter.

**c) Variable CTC:**

You shall be entitled to a performance-based variable CTC of maximum up to INR 80000 per annum payable to you on a quarterly basis. To qualify for the variable CTC, you must remain employed with YOTTA and not have been given notice of termination through the performance measurement period for which variable CTC is to be paid.

In the event of your resignation from the services of YOTTA, variable CTC for the period up to your last working day shall be payable by YOTTA. While deciding on the payable amount of variable CTC, YOTTA may take account of factors including (and not limited to), the strategic objectives of YOTTA, business and market conditions, profitability and performance of YOTTA and your department, your individual performance, your conduct (including compliance with Organization's principles, policies and procedures) and your future potential of growth in YOTTA. The Organization shall make continuous endeavors to make the process very transparent and measurable and to communicate the criteria and factors for determining the variable CTC for employees from time to time.

**d) Benefits:**

You shall be entitled to employment benefits such as Provident Fund Contribution, Gratuity Group Mediclaim Insurance, Term Insurance and Accident Insurance (Details are as per Annexure 1) with applicable lawful requirements, and as may be amended from time to time. Nothing in this letter should be construed as a guarantee of any specific level of benefits or of your participation in any benefit plan. YOTTA reserves right to amend, modify or terminate, in its reasonable discretion, any or all benefits and compensation plans in effect from time to time.

**e) Compliance to CoBC, Policies, Rules and Confidentiality:**

In accordance with the provisions of YOTTA Code of Business Conduct (CoBC) and other policies related to your employment with YOTTA, you will maintain all information / documents / materials gathered by you during the course of your employment in strict confidence. You will not copy or make notes of such information / documents except in conjunction with your work for YOTTA. You will not divulge to anyone outside YOTTA or use any of the information / documents / materials gathered during the course of your employment and/or during the period starting from the day this offer is released to you to the date of your joining, for your own or anyone else's benefit, except that of YOTTA's either during or after the term of your employment with YOTTA. The aforesaid obligation shall also apply to proprietary / confidential information / documents of third parties received by you or YOTTA in the normal course of your employment with YOTTA.

You will have access to the Code of Business Conduct, Confidentiality and other policies relating to your employment with YOTTA and will be expected to execute an electronic acknowledgement of the same, confirming your acceptance of the same, before joining YOTTA.

**f) Execution and Contract Formation:**

This document contains a complete statement of all agreements between you and YOTTA, constitutes the entire understanding between you and YOTTA, and supersedes all prior or contemporaneous verbal or written agreements, understanding or communication (including, without limitation, any other summary writing or document relating to your employment). You acknowledge that you have not relied on any assurance or representation verbally or otherwise stated to you.

Your employment is governed by the laws of India and this employment agreement is subject to exclusive jurisdiction of Courts of Law situated at Mumbai.

  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

**NMDC DATA CENTRE PRIVATE LIMITED (A Yotta Group Company)**  
CIN U45500MH2019FTC328802



We thank you for your consideration and time during the interview process. We are extremely happy at your decision to join us and we eagerly look forward to your coming on-board at YOTTA soon.

Please sign and upload the copy of this letter in the YOTTA HRMS portal as an acknowledgement and agreement to abide by the terms your employment listed in this offer letter.

Sincerely

For NMDC Data Centre Private Limited

Sunil Gupta  
Managing Partner & CEO

I have read the conditions mentioned in this letter relating to my employment, which I accept without any reservation.

Signature :

Name : SANDEEP KUMAR RAJU

**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

**NMDC DATA CENTRE PRIVATE LIMITED (A Yotta Group Company)**

CIN U45500MH2019FTC328802

Corporate Office: Scorpio House, 5<sup>th</sup> Floor,  
Hiranandani Gardens, Powai, Mumbai - 400076

Registered Office: 514, Dalamal Towers,  
Nariman Point, Mumbai - 400021

SEZ Address: Edinburgh and New Castle Building,  
Hiranandani Hills, Persipina Developers Pvt Ltd,  
IT/ITES SEZ, Bhokarpada Village, Poyanje,  
Panvel, Raigad, Maharashtra - 410206





**NAGARAJU GARI SHILPA**

**EMP ID NO : TNL21920796**  
**BLOOD GROUP : B +**  
**EMERGENCY NO : 8790062207**

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

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Chennai, Tamil Nadu 600 057



Shot on OnePlus  
Preethi



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Golapalli, Tirupati-517 505

**Preethi Sarangapani M**

**Date of Joining :**

**24 Dec 2021**

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:19-Nov-2021

Preethi Sarangapani Mohankrishna  
C10334992

20-2-708, near Balaji hospital, Korlagunta junction, Tirupati  
7702705125

Dear Preethi Sarangapani Mohankrishna,

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
- Terms of Employment

  
**PRINCIPAL**  
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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

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.

Version 3.0 (Oct 2021)

1

*S.M. Preethi*  
Candidate's Signature

Reference Id: f3324c07-9e36-426e-aef0-4d3514488f3c\_1  
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments. Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

Version 3.0 (Oct 2021)

2

S.M. Preethi  
Candidate's Signature

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

**EMPLOYEE**  
**(Resident)**



**Shanthi Chakala**

**Date of Joining :** ✓

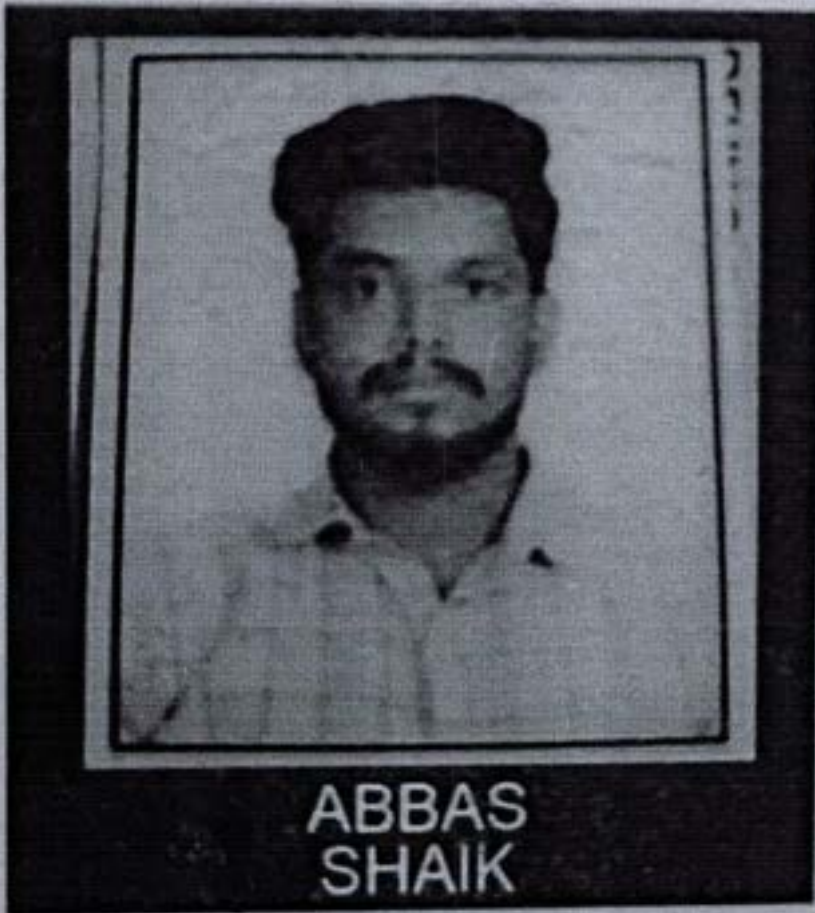
**28 Oct 2021**

**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



**TATA**

**TATA CONSULTANCY SERVICES**



**ABBAS  
SHAIK**

Card No 705738  
Associate No 2297837

**Tata Consultancy Services Ltd.**

TCS House, Raveline Street,  
Mumbai 400001, India

PRINCIPAL  
Siddhartha Educational Acad  
Group of Institutions  
Near C.Gollapalli, Tirupati-517



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20229680002/Lucknow**  
**Date: 03/02/2022**

Mr. Abbas Shaik  
1-54b Gorlamudiveedu.  
Zp High School.  
Kadapa-516269.  
Andhra Pradesh  
Tel# -

Dear Abbas Shaik,

**Sub: Letter of Offer**

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

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

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

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

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

TCS Confidential  
TCSL/DT20229680002

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

S. Abbaif  
4

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

 **ezetap**  
by 



**Siripireddy Naveen**  
Sr MIS Executive  
Emp Code : EZESER410



A Channel Partner of Ezetap



PRINCIPAL

Shri Sri Educational Academy  
Group of Institutions  
Sollapalli, Tirupati-517 505



Clear Vision!!! Driven by Passion!!! Followed by Action!!!

Date: 23rd August 2023

To,  
Mr. Siripreddy Navven  
Emp Id: EZESER410

Subj: Increment Letter

At the outset we would like to thank you for all the efforts that you have put at Wings - Exetap Process.

We would like to recognize your performance and contribution for the Previous Year. We are delighted to inform that you have been Re-Designated as MIS Executive - Central MIS w.e.f. 27<sup>th</sup> August 2023 with a Take Home salary per month of Rs.25,000/-.

We wish you all the best for the new financial year and believe that the best is yet to come. Looking forward for your continued support and greater contribution in the upcoming years.

For Wings Brand Activations (I) Pvt Ltd.,

  
Elizabeth Thomas  
HR Executive

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Near C.Gollapalli, Tirupati-517 505


WINGS BRAND ACTIVATIONS INDIA PRIVATE LIMITED



wipro

**Thirupathi  
Vijay Kumar**

**20470490**



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## WELCOME TO WIPRO

17 April, 2023

Dear **Thirupathi Vijay Kumar**,  
Resume ID - 26591141

Welcome to Wipro Limited and congratulations on your appointment as **Systems Engineer**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

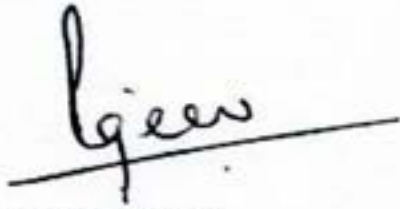
In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

A handwritten signature in green ink, appearing to be the initials "VJ", is placed above the printed name of the Principal.

**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

Best regards,  
For Wipro Limited.



**Rajeev Menon**  
Vice President Talent Acquisition

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact **Mayank** . At [mayank.na4@wipro.com](mailto:mayank.na4@wipro.com).



**PRINCIPAL**  
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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



**TATA** CONSULTANCY SERVICES



**GURUPRASAD  
VADDAMANU**

Card No 821810  
Associate No 2245258

✓

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

PRINCIPAL  
Siddhartha Educational Acad  
Group of Institution  
Near C.Gollapalli, Tirupati-5



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218645539/Chennai**  
**Date: 21/12/2021**

Mr. Guruprasad Vaddamanu  
6-5-181Tyagaraja Colony,  
Badvel,  
Badvel-516227,  
Andhrapradesh.  
Tel# 91-7036300967

Dear Guruprasad Vaddamanu,

**Sub: Letter of Offer**

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

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

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


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

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

**TCS Confidential**  
**TCSL/DT20218645539**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Chennai Contact No: 1800 300 3111 Email: [recruitment@tcs.com](mailto:recruitment@tcs.com)

  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## EMPLOYMENT CONTRACT

### EMPLOYER

Syntel Private Ltd (hereinafter referred to as the "Company", "We" or "Our") having its Registered Office at Syntel Private Ltd, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN - 400096, a member of Atos|Syntel group of companies.

### EMPLOYEE

Sana Venkata Sudhakar (hereinafter referred to as "You" or "Your") permanently residing at Pedda Pullaiah buildings Rangapuram, V Appanapalli P Khajiept, M YSR KADAPA D, Andhra Pradesh, KADAPA, Andhra Pradesh, PIN - 516203.

1. Date of Joining	:	10/18/2021
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Associate Consultant
4. GCM Level	:	GCM 1
5. Location	:	Chennai office

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Atos|Syntel group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

### **Terms and Conditions**

#### **1 Statement of Facts**

The appointment is being made based on your application and in reliance of the contents of your resume and other information provided by you during the course of interview and mutual discussions. Any misleading, incorrect or fraudulent information provided by you, shall result in termination of employment forthwith at the sole discretion of the Company and you shall be liable to fully indemnify the Company for any losses suffered by the Company in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against you.

#### **2 Work Related**

- 2.1 You will devote your full time and attention to the duties assigned by the Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, during the term of your employment (including any Notice Period. "Period of Notice" is defined in Section 16) without the prior written permission of the Company.
- 2.2 You will use your best efforts in the performance of employment duties assigned from time to time and at all times, act in good faith with honesty and integrity and in the best interests

*The contents of this document are company privileged, and strictly confidential*



26-Aug-2021

Dear Pandilipalli Lahari,  
B.Tech, Electronics & Communication Engineering  
Siddhartha Educational Academy Group of Institutions, Tirupati

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
TIRUPATI -617 805

Candidate ID – 17786964

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

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

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

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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



based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

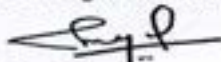
### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Compensation and Benefits

**Name:** Pandilipalli Lahari      **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
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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

  
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## Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

## Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\***Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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Near C.Gollapalli, Tirupati-517 505



26-Aug-2021

Dear Chandra Pandillapalli,  
B.Tech, Electronics & Communication Engineering  
Siddhartha Educational Academy Group of Institutions, Tirupati

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
TIRUPATI - 517 505

Candidate ID – 17786965

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

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

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

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

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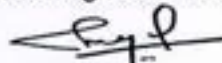
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Compensation and Benefits

Name: Chandra Pandillapalli 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
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- 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 &amp; Vacation:

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Sl No	Category of Leave	No. of leave days
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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
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## **Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
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3. Optimize your earnings

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## Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of \_\_\_\_\_ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chandra Pandillapalli, 23, residing at \_\_\_\_\_ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

### 1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

### 2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

### 3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

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Tirupati



systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

## 4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

## 5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

## 6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

## 7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

## 8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

## 9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your 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), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

## 10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

## 11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

## 12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

## 13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

## 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

## 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

## 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

## 17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

## 18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

## 19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited** [Name of Employee]

Sign: \_\_\_\_\_  
Name:

Sign: \_\_\_\_\_  
Name:

  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



**A RAGHAVENDRAREDDY**

**481644**

**CGI**

  
**PRINCIPAL**  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



CGI Information Systems and Management Consultants Pvt. Ltd.  
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,  
Electronic City, Phase I (West)  
Bangalore – 560 100, India  
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

**Personal and Confidential**  
**May 28, 2022**

**Mr.Raghavendra Reddy**  
**7/25A C Vengannapalli Putlur**  
**Ananthapur Tadipatri**  
**Andhra Pradesh-515414**

Dear Raghavendra,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 750,000/-**.


You are requested to report at our **Hyderabad\_SEZ1** office on **June 1, 2022**. Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **May 31, 2022**
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 040-6734 5000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

HPLEJJD44709

  
**PRINCIPAL**  
**Siddhartha Educational Academy**  
**Group of Institutions**  
**Near C.Gollapalli, Tirupathi 517 505**  
**Confid...2...**

**aspire**  
SYSTEMS



*attention.  
always.*



*PRINCIPAL*  
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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

**Burada Nagarjuna Reddy**  
**Jayashekara Burada**

ACE9233 Blood Group : B positive

**Aspire Systems (India) Pvt Ltd**

No 1/D-1, SIPCOT IT Park

Siruseri, Chennai-603103

Tamil Nadu, India

Tel : +91-44-67404000

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

Jan 22, 2022

Mr. Nagarjuna

Dear Nagarjuna,

**SUB: Our offer for the position of Trainee**

We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

We would like you to begin employment with us on **24<sup>th</sup> January, 2022 (Monday)**. You will be inducted as a "Trainee". Your initial onboarding will be done virtually and then you have to report at our Siruseri office on **1<sup>st</sup> February, 2022 (Tuesday)** and continue to work from there. The initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : Nagarjuna Reddy Burada

Name : Nagarjuna

Date :24/01/2022.





TERRALOGIC



DASARI GANESH

PSI - 2926



XIAOMI 11I HYPERCHARGE  
DASARI GANESH

  
PRINCIPAL  
National Academy  
Institutions  
Tirupati-517 505



**TATA CONSULTANCY SERVICES**



**MUNI  
DEBBADI**

Card No 476327  
Associate No 2598065

**Tata Consultancy Services Ltd.**

TCS House, Raveline Street, Fort

Mumbai 400001, India

*ef*  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



**Instruments India**



**M. PREETHI**

**Employee No. : 60286  
DET**

**Date of Joining : 04.09.2018**

**Blood Group : B+ve**

*[Handwritten signature]*

**Issuing Authority**

*M. Preethi*

**Signature of Employee**

**Office :  
NS INSTRUMENTS INDIA PVT. LTD.  
No : 530, Benjamin Road, Sector-24, Sri City  
Varadaiah Palem Post, Sathyavedu Taluk  
Chittoor District, Andhra Pradesh - 517 646  
Tel: +91 8576809410/440**

*PRINCIPAL*  
*Educational Academy*  
*Group of Institutions*  
*Near C.Gollapalli, Tirupati*



**Mindtree**

A Larsen & Toubro Group Company

**Date:04-Feb-2022**

To

Chandana Kamasani  
INDIA

Dear Chandana Kamasani,

**Sub: Offer of Training and Employment**

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

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

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

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

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

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

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

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Near C.Gollapalli, Tirupati-517 505

K.CHANDANA

K.CHANDANA (Feb 5, 2022 08:36 GMT+5.5)

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre-orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- a) 10th, 12th and graduation (all semesters) mark sheets originals;
- b) Degree completion/provisional certificate original;
- c) Pan card original;
- d) Aadhaar card original; and
- e) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

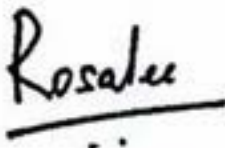
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus.offers@mindtree.com](mailto:campus.offers@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
For Mindtree Limited



**Rosalee M Kombial**  
Vice President-People Function



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K.CHANDANA (Feb 5, 2022 08:36 GMT+5.5)



**Enclosed: Annexure to your offer of employment**

**Acceptance of the Offer**

I, **Chandana Kamasani**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<u>K.CHANDANA</u> <small>K.CHANDANA (Feb 5, 2022 08:36 GMT+5.5)</small>
Your Name in Capital letters	CHANDANA KAMASANI

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

- Name** : Chandana Kamasani
- Salary Grade** : CI
- Designation** : ENGINEER
- Stipend** : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 600,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,500,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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DirectCore/RH9004374/273435/Pune/November/V0

## PRIVATE AND CONFIDENTIAL

November 26, 2021

SAI VARDHAN REDDY MEEREDDY

1-95,  
Line

Venkatasettipalle

Badvel

Kadapa

India .

Dear SAI VARDHAN REDDY MEEREDDY,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and

PRINCIPAL  
Siddhartha Education Academy  
Systems and  
Near C.Gollapalli, Tirupati-517 505

Contact Us:  
T : +91 080 6750 1000  
F : +91 080 6695 9943  
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited  
Registered Office:  
Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanakundi Village,  
Mahadevapura, Bangalore 560 048, India  
CIN: L3007KA1992PLC025294



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219207863/Hyderabad**  
**Date: 30/12/2021**

Mr. Likith Narayana Kattipalem  
A316 United Elysium2Channasandra Main Road,  
New Channasandra,  
Bangalore-560067,  
Karnataka.  
Tel# 91-7981185519

Dear Likith Narayana Kattipalem,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/DT20219207863**

**TATA CONSULTANCY SERVICES**

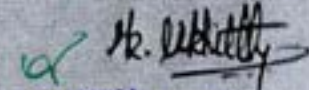
**Tata Consultancy Services Limited**

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 3113 Email: careers@tcs.com

  
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Group of Institutions

Near C. Gollapalli, Tirupati-517 505

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IMCHR/OL1057801

To,  
Mr. Yangalareddy Sainathreddy  
Anantapur

14 December 2022


### Appointment Letter

Dear Yangalareddy Sainathreddy,

We are delighted to offer you employment with M/s. Suvision Holdings Private Limited as **Relationship Manager - FFA - Acquisition** division. Your current engagement will be the "Work from Home" based employment. Your continued employment is contingent upon your successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

#### 1. Appointment

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **19 December 2022**.
  - **Working hours and weekly off** - The working hours of the company is 9.00 AM to 6.00 PM and six-day week (Monday to Saturday). However, your working hours may vary and be fixed by the management from time to time depending upon the exigencies of the work.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. This is a permanent Work from Home opportunity until you are promoted to the next level. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - a) You have to complete 6 days of virtual training followed by the certification process. Virtual training will be provided in 5 different languages i.e., Kannada, Tamil, Telugu, Malayalam & Hindi. You can choose to attend the training in your comfortable language.

  
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**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

Brigade Software Park, Banashankari 2nd Stage, Bengaluru, Karnataka - 560070

Tel : 080 6941 5400, Email : contact@ffreedom.com



## Appointment Letter

Date:25/05/2022

To,

Mr. Sreedhar  
Uppara,  
#2/27Thirumaladevara Palli,  
Yerragunta panchayat,Parigi  
Mandal,Anantapur Dist,Andra  
Pradesh, Pin code:515261

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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

Dear Sreedhar Uppara,

With reference to the discussions we had, we are pleased to confirm your appointment with SIHI IT solutions as **Associate Engineer**, your appointment is subject to the terms and conditions listed below

1. You may please report to duty on or before **6<sup>th</sup> June 2022**
2. Your Gross Fixed Salary will be **Rs.1,20,000 (One Lakh Twenty Thousand Only) per annum**, which will be subject to periodic review from time to time at the sole discretion of the company.
3. You are entitled to 24 days of paid leave per year
4. You will be on probation for a period of six months from the date of your appointment, on satisfactory completion of the probation period, you will be confirmed in service.
5. The company may terminate your employment by giving you 1 months notice in writing or salary in lieu thereof. On expiry of such notice or on making of such payment, the employment shall stand terminated
6. If you wish to terminate the employment, you must give one calendar months notice and serve the company until expiry of the said notice. The company may waive the said notice period or a part thereof at its absolute discretion without making any payment for the period of notice or part thereof so waived.
7. In consideration of the terms and conditions agreed between the Company and you, you shall hereby undertake during the term of your employment with the Company, not to be associated with any organization, Company or firm or Industry Association in honorary or remunerative terms without written consent of SIHI IT Solutions
8. SIHI IT Solutions will conduct per-employment screening, and may engage service of an external provider for the same. If in the opinion of SIHI IT Solutions, any of your background checks, reference checks are not satisfactory, SIHI IT Solutions may choose not to commence your employment, or where you have already started, to terminate your employment immediately, with no liability to pay compensation to you.

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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



9. Notwithstanding anything to the contrary contained in this letter, if in the opinion of the Company you commit any breach in the observance of performance of your obligations hereunder or if you are, in the opinion of the Company, guilty of any misconduct, including disobedience, breach of duty or gross carelessness or if you absent yourself without leave and/or prior approval of your reporting authority for a period of more than 7 days, then under such an eventuality, it shall be lawful for the Company, notwithstanding any waiver by the Company of any antecedent breach or circumstances, justifying the termination of your services under this clause, to terminate your employment forthwith without notice whatsoever and/or to dismiss you from the services of the Company without prejudice to the Company in respect of such breach or circumstances. In the event of such termination or dismissal you will be entitled to your salary for that month, if any, only up to the date of termination and not any other payment or allowance or facility.
10. To complete the joining formalities, you shall have to submit the photocopy of the following documents on the day of joining work. The original documents have to be carried for physical verification of the documents.
- Photographs Three recent passport size photographs (3.5cm x 3.5 cm) with white background
  - Educational Certificates and Mark sheets
  - Previous Employers  
Copy of appointment letter, Relieving/experience letter from the last employer, acceptance of resignation by last employer, experience letter (s) from all previous employers
  - Salary Details Last drawn Salary slip and Annual benefits, from the present and all previous employers.
  - ID & Date of Birth Proof PAN card, Aadhar card, Passport, Driving License
  - Address Proof Telephone landline latest bill, BESCOM bill, House rental agreement
11. Please return the duplicate copy of the offer letter, sign/email/accept online, as token of acceptance of offer

We are confident that our congenial work environment and challenging work assignments will greatly enthuse you and you will get every opportunity to advance your career

I look forward to welcoming you as part of the team and wish you every success in your new role.

**SIHI IT Solutions**

Arun Javgal  
Managing Director.

  
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Near C.Gollapalli, Tirupati-517 505

**I accept the terms and conditions mentioned above.**

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

Candidate ID: 4907483 /912797.

Date of Joining: 09/09/2021.

Joining Location: Kolkata,

Designation: Analyst.

Dear SOWMYA VATHALURU ,

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

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

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

#### Address

Capgemini Technology Services India Limited Candor Techspace IT/ITES SEZ New Town 3rd floor, Tower A 1 Rajarhat Kolkata PIN 700156  
India  
1st Floor, Plot No.1 2 & 3, Block DH, New Town, Rajarhat, Dist. North 24 Parganas, Kolkata - 700 156 West Bengal

  
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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



OSI Digital



Vineeth Reddy Konda

NS2663 | O+Ve

Authorised Signatory

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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati (A)-517 505

✓



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : *Arani Sai Gauthami*

We are pleased to offer you the position of Executive Support Officer with our organization. You shall report for a comprehensive training program at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
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- Your annual CTC will be Rs 202872/- (LPA). Monthly take home salary Rs 14451/-
- We look forward to your joining with us and building a successful career with Allsec

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Dr. Purushothaman S  
General Manager  
Human Resources

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

I have a read and understood the above Terms and Conditions; I accept and agree for the same.

Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 09/06/21

**Letter of Intent**

Dear: *Akula Sivakumar*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 09/06/21

**Letter of Intent**

Dear: Adiboina Harikrishna

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : *Avulakunta Sravani*

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Name:

Signature:

Date:



Date: 02/06/21

**Letter of Intent**

Dear : *Bachala Sagar*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Badam Bharuandeep Reddy*

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Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/24

**Letter of Intent**

Dear: *Baddala Naveen kumar Reddy*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Date: 02/06/21

**Letter of Intent**

Dear : *Baduru Soniya*

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Signature:

Date:

  
PRINCIPAL  
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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Date: 02/06/21

**Letter of Intent**

Dear: *Boomiseddy Anil kumar Reddy*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Bandi Vasavi*

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : *Chandrala Harika*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : *Devapatta Pavankumar Reddy*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 07/06/21

**Letter of Intent**

Dear: *Ganikonda Mouni*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Duddela Sravani*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Egda Mounika*

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: G M Nethravathi

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Durgasamudram Rajesh*

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : *Dezuri Hema*

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Name:

Signature:

Date:



Date: 02/06/21

Letter of Intent

Dear: Gundla Vijay Kumar

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : Gunta kusuma

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- Your annual CTC will be **Rs 202872/-** (LPA). Monthly take home salary **Rs 14451/-**
- We look forward to your joining with us and building a successful career with Allsec

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Dr. Purushothaman S  
General Manager  
Human Resources

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

I have a read and understood the above Terms and Conditions; I accept and agree for the same.

Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Konavakanti dishanthi*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company.
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Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Kagitha Chaitanyeshwari*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *kolla vajundhara*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:



Date: 02/06/21

Letter of Intent

Dear : *Jonna Varan Ravi Kumar Reddy*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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General Manager  
Human Resources

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Signature:

Date:

  
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Near C.Gollapalli, Tirupati-517 505



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear : E Vaythkumar Gari Vidya

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:



Date: 02/06/21

**Letter of Intent**

Dear: *Bandhela chaoushna*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:



Date: 02/06/21

**Letter of Intent**

Dear: *Bala Vignesh*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:





**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 09/06/21

**Letter of Intent**

Dear: *Konda Vinodh Reddy*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Kotakonda Saketh*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: *Kotakonda Saptha Sagar*

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Human Resources

  
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Siddhartha Educational Academy  
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Near C.Gollapalli, Tirupati-517 505

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Name:

Signature:

Date:



**ALLSEC TECHNOLOGIES**  
BUILDING LASTING RELATIONSHIPS

Date: 02/06/21

**Letter of Intent**

Dear: kumaanakalva pavani

We are pleased to offer you the position of **Executive Support Officer** with our organization. You shall report for a comprehensive training program at **10.00 AM**.

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Human Resources

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Near C.Gollapalli, Tirupati-517 505

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Name:

Signature:

Date:



# SAGAR

SOFTWARE SOLUTIONS

Dear Y. Yuvaraj

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

On joining date, you will get Call Letter with below details:

Title: EV Engineer

Date of Joining, Reporting Time: We will update via mail Communication

Package: 2.4lakh to 3.0lakh per annum based on training performance.

Following the offer letter, a progression and performance review will be conducted on a yearly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise. You are not entitled to take any leaves during the three months' probation period. Any leaves taken will be considered as Loss of pay. This arrangement may be terminated by either party upon notice in writing to either party with notice period that complies with Employment Standards (or Labor Standards) for India. We look forward to meeting you on above mentioned "Date of Joining & Reporting Time" at our office and we assure that Sagar Software Solutions atmosphere is successful and mutually challenging and rewarding.

Note:

- 1) A non-adherence to this clause will not be eligible to get to the offer and relieving letter from the organization during your exit.
- 2) The above will be applicable once you receive the Call letter after joining on the above date mentioned.

Best regards,



HR Manager

Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

PRINCIPAL

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9. 19-83/2, Shiva Priya Complex, Mahendra nagar, Gollapudi,  
Vijayawada - 521225

[contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



# SAGAR

SOFTWARE SOLUTIONS

Dear

V. Jyothi

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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G. N. N.

HR Manager

Sagar Software Solutions Pvt. Ltd.

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Vijayawada - 521225

[contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



Dear

V. Ganesh babu.

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Vijayawada - 521225

☎ [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



# SAGAR

SOFTWARE SOLUTIONS

Dear T. Padmaja,

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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[contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)





Dear T. Jaya Sagar

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# SAGAR

SOFTWARE SOLUTIONS

Dear S. Jhansy

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Best regards,



HR Manager

Sagar Software Solutions Pvt., Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

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Vijayawada - 521225

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# SAGAR

SOFTWARE SOLUTIONS

Dear M. Sravani

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Dear M. Swathi

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G. N. Nair

HR Manager

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# SAGAR

SOFTWARE SOLUTIONS

Dear C. Pravallika

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G. N. [Signature]  
HR Manager  
Sagar Software Solutions Pvt. Ltd.

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# SAGAR

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Dear A. Mounika

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G. N. Nair  


HR Manager

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Dear V. Sowmya

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# SAGAR

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Dear V. Chandana

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# SAGAR

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Dear S. Naveen

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# SAGAR

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# SAGAR

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# SAGAR

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Dear

S. Ramesh Reddy

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Dear R. Thiriveni

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Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai



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Vijayawada - 521225

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# SAGAR

SOFTWARE SOLUTIONS

Dear P. Bala Krishna

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G. N. N.

HR Manager

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Dear P. Jennifer hosanna

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# SAGAR

SOFTWARE SOLUTIONS

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# SAGAR

SOFTWARE SOLUTIONS

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G. N. Naidu

HR Manager

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# SAGAR

SOFTWARE SOLUTIONS

Dear R. Srinasi

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# SAGAR

SOFTWARE SOLUTIONS

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# SAGAR

SOFTWARE SOLUTIONS

Dear M. Navaneetha

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# SAGAR

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Dear G. Yamini

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Following the offer letter, a progression and performance review will be conducted on a yearly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise. You are not entitled to take any leaves during the three months' probation period. Any leaves taken will be considered as Loss of pay. This arrangement may be terminated by either party upon notice in writing to either party with notice period that complies with Employment Standards (or Labor Standards) for India. We look forward to meeting you on above mentioned "Date of Joining & Reporting Time" at our office and we assure that Sagar Software Solutions atmosphere is successful and mutually challenging and rewarding.

Note:

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- 2) The above will be applicable once you receive the Call letter after joining on the above date mentioned.

Best regards,

G. N. [Signature]  
[Circular Stamp: SAGAR SOFTWARE SOLUTIONS PRIVATE LIMITED]

HR Manager

Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

PRINCIPAL

Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

19-83/2, Shiva Priya Complex, Mahendra nagar, Gollapudi,  
Vijayawada - 521225

[contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



# SAGAR

SOFTWARE SOLUTIONS

Dear G. Saleem

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

On joining date, you will get Call Letter with below details:

Title: EV Engineer

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Best regards,

G. N. Nair

HR Manager

Sagar Software Solutions Pvt., Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai



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9. 19-83/2, Shiva Priya Complex, Mahendra nagar, Gollapudi,  
Vijayawada - 521225

[contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



Dear G. Venkatesh

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,

G. N. [Signature]  
HR Manager  
Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182606 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

[Signature]

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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



# SAGAR

SOFTWARE SOLUTIONS

Dear E. Anand

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,

G. N. N.

HR Manager

Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai



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Vijayawada - 521225

☞ [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)



# SAGAR

SOFTWARE SOLUTIONS

Dear D. Aswitha

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,

G. N. [Signature]  
[Circular Stamp: SAGAR SOFTWARE SOLUTIONS PRIVATE LIMITED]

HR Manager

Sagar Software Solutions Pvt. Ltd.

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e. 19-83/2, Shiva Priya Complex, Mahendra nagar, Gollapudi,  
Vijayawada - 521225

contact@sagarsoftwaresolution.com



Dear C. Uday Kumar

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,



HR Manager

Sagar Software Solutions Pvt. Ltd.

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# SAGAR

SOFTWARE SOLUTIONS

Dear C. Shanthi

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,



HR Manager

Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



# SAGAR

SOFTWARE SOLUTIONS

Dear A. Malika

Following our recent discussions, we are delighted to offer you the position of EV Engineer at Sagar Software Solutions Private Ltd. On joining Sagar Software Solutions, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of Sagar team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Sagar Software Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Best regards,



HR Manager

Sagar Software Solutions Pvt. Ltd.

Phone Number: 9010182666 Mail: [contact@sagarsoftwaresolution.com](mailto:contact@sagarsoftwaresolution.com)

Website: [www.sagarsoftwaresolution.com](http://www.sagarsoftwaresolution.com) Locations: India | Singapore | Dubai

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e. 19-83/2, Shiva Priya Complex, Mahendra nagar, Gollapudi,  
Vijayawada - 521225

contact@sagarsoftwaresolution.com

Dear B Rajendra Naik,

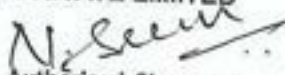
We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you are joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

If you accept this offer letter, please find attached terms and conditions of your employment. By 21/12/2020, we would like to receive your response. If you have any questions in the interim, don't hesitate to get in touch with to HR Manager Mr N Srinivasulu over phone or via email at [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com).


We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Dear B Ashok Kumar Raju,

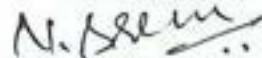
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We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorized Signatory

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
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Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

Dear B Lakshmi Narayana,

We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you're joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

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We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Dear B Manoj Kumar Reddy,

We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you're joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

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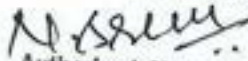
We are looking forward to your joining with us.

Best regards,

N. Srinivasulu,

Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-51

# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

Dear Ceelam Sireesha,

We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you're joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

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We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED  
  
Authorised Signatory



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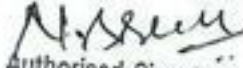
Dear C Praneetha,

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Hr Manager.

For YKR FOODS PRIVATE LIMITED  
  
Authorised Signatory

  
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Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)



Dear C Vamsi Krishna Reddy,

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Hr Manager.

For YKR FOODS PRIVATE LIMITED



Authorised Signatory



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PRINCIPAL  
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Dear Dorasanipalle Annamaiah,

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Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

Dear G Pushpa,

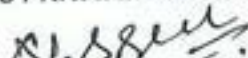
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We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Dear G Yugandhar,

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Hr Manager.

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# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

Dear G Anjaneya Reddy,

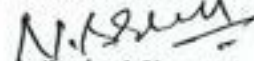
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Dear Javvadi Manasa,

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Dear Jorepalli Munilokesh,

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Dear **Kanchamireddy Arundhathi**,

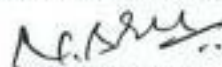
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
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Dear Karava Manjula,

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Dear Kommu Munibalaji,

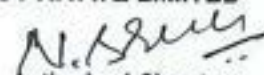
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Dear Mangapatnam Ankalu,

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
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Siddhartha Educational Academy  
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Dear Nallamekala Balaji,

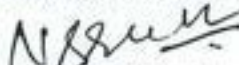
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# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
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Dear O Geethanjali,


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Dear O Raja Kullayappa,

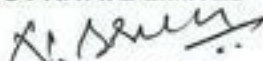
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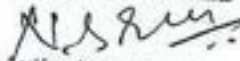
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Dear P Hemanth Kumar,

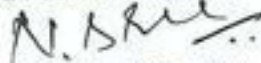
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Dear Palem Lavanya,

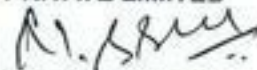
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Dear Palemkonda Renuka,

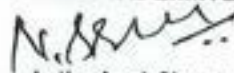
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Dear Pasuparthi Yesaswini,

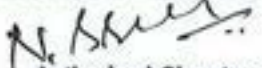
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Dear Pathi Jaiprakash,

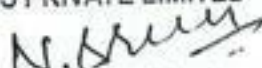
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Dear Patnam Mastanvalli,

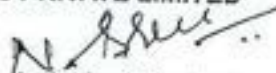
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For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Dear Pattusiri Dhanasekhar,

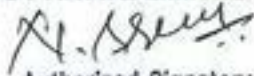
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Best regards,  
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Dear Peddireddy Kasireddy,

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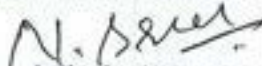
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Dear Ramayanam Utkarsh,

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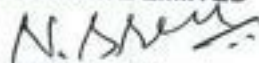
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Dear Ramireddy Parameswara Reddy,

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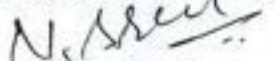
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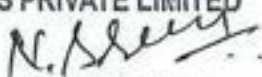
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Dear Shaik Abdul Malik,

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
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Dear S Vamisdhar Reddy,

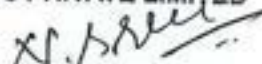
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Dear Sirigireddy Neeraja,

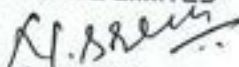
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Dear Sreedhar Devaki,

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Dear Sunnam Saikrishna,

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Dear Syed Malik Basha,

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Dear T Jyotheeswar,

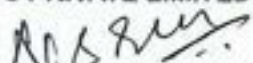
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Dear Talupula Srihari,

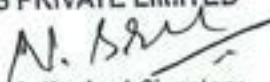
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Dear T Jayavardhan Reddy,

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Dear Thota Hemavathi,

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Dear Vaddarapu Revanth,

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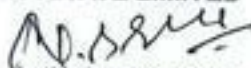
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Dear Vepulapalli Jhansi,

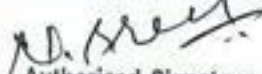
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Dear B Divyavani,

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Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)





Dear V Kavitha,

We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you're joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

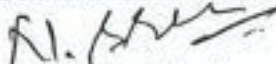
If you accept this offer letter, please find attached terms and conditions of your employment. By 21/12/2020, we would like to receive your response. If you have any questions in the interim, don't hesitate to get in touch with to HR Manager Mr N Srinivasulu over phone or via email at [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com).

We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,

Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



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Siddhartha Educational Academy  
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# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)



Dear V Bhaskar Reddy,

We are excited to give you this offer of employment for the position of Trainee Marketing Executive with YKR foods Pvt Ltd. Please review the summary of the terms and conditions of our company in Annexure I. We offered salary packed 2.4 lakhs per annum. If you accept this offer letter, you're joining within two months, and you need to report to HR Manager Mr N Srinivasulu, Contact No +91- 9866175114.

If you accept this offer letter, please find attached terms and conditions of your employment. By 21/12/2020, we would like to receive your response. If you have any questions in the interim, don't hesitate to get in touch with to HR Manager Mr N Srinivasulu over phone or via email at [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com).

We are looking forward to your joining with us.

Best regards,  
N. Srinivasulu,  
Hr Manager.

For YKR FOODS PRIVATE LIMITED

  
Authorised Signatory

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
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# 19-8-150, Hathi Ramji Colony, Biradiated, Tieupathi-517501  
Chittoor Dist., A. P., email: [ykrfoods@gmail.com](mailto:ykrfoods@gmail.com)

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Palem Thirumalesu**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Palem Thirumalesu**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
- 2 You will be on probation for period of six months. On the base of successful performance and your productivity work out put, your services will be regularized as permanent employee.
- 3 You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
- 4 While working on any project or work assignment pursuant to this contract:
  - i) You shall be subject to the general direction of KNR Constructions Limited., Executive Director/Senior Vice President and will be responsible to them for the proper performance of work.
  - ii) You shall not issue or make public statement concerning KNR Constructions Limited., Operations and this release of any information on confidential matter or any other issues.
  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructions Limited., staff and the Government of India, Consultants and with Sub-Contractors.

- iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.
- v) You shall not leave company without prior notice of minimum of two months.
- vi) You shall before leaving the employment of KNR Constructions Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

I confirm and accept this appointment



[Sr. VICE PRESIDENT]

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Mahimaluru Hari  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Mahimaluru Hari

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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- 3 You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
- 4 While working on any project or work assignment pursuant to this contract:
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  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructions Limited., staff and the Government of India, Consultants and with Sub-Contractors.

- iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.
- v) You shall not leave company without prior notice of minimum of two months.
- vi) You shall before leaving the employment of KNR Constructors Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructors Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Madapuri Suresh**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Madapuri Suresh**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.


With regards,

For KNR Constructions Limited.,

I confirm and accept this appointment



Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **H Naveenkumar**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **H Naveenkumar**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Goli Vinod Kumar  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Goli Vinod Kumar

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL

Siddhartha Educational Academy  
Group of institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL

Siddhartha Educational Academy  
Group of institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

**Chipparthi Nagamani**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Chipparthi Nagamani**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

**Annuru Kishore**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Annuru Kishore

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Devapatla Vikas  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Devapatla Vikas

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL

Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Yellamakuru Siva Prasad Reddy  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Yellamakuru Siva Prasad Reddy

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Yeddala Vinay  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Yeddala Vinay

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
- 2 You will be on probation for period of six months. On the base of successful performance and your productivity work out put, your services will be regularized as permanent employee.
- 3 You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
- 4 While working on any project or work assignment pursuant to this contract:
  - i) You shall be subject to the general direction of KNR Constructions Limited., Executive Director/Senior Vice President and will be responsible to them for the proper performance of work.
  - ii) You shall not issue or make public statement concerning KNR Constructions Limited., Operations and this release of any information on confidential matter or any other issues.
  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructions Limited., staff and the Government of India, Consultants and with Sub-Contractors.
  - iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.

- v) You shall not leave company without prior notice of minimum of two months.
- vi) You shall before leaving the employment of KNR Constructions Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


I confirm and accept this appointment



[Sr. VICE PRESIDENT]

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollepalli, Tirupati-517 505



Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollepalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Yangalareddygari Raja Sekhar Reddy  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Yangalareddygari Raja Sekhar Reddy

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Vennapusa Ruchitha  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Vennapusa Ruchitha

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Suda Upendra Reddy**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Suda Upendra Reddy**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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  - iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.



- v) You shall not leave company without prior notice of minimum of two months.
- vi) You shall before leaving the employment of KNR Constructors Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructors Limited.,

I confirm and accept this appointment

  
[Sr. VICE PRESIDENT]

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Ramireddy Vamsidhar Reddy  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Ramireddy Vamsidhar Reddy

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


I confirm and accept this appointment

[Sr. VICE PRESIDENT]



Signature:

Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Rajupalem Siva Sai Lakshmi Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Rajupalem Siva Sai Lakshmi

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

I confirm and accept this appointment



[Sr. VICE PRESIDENT]

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Panduru Nikhil Kumar**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Panduru Nikhil Kumar**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Mallela Balaji  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Mallela Balaji

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.


With regards,

For KNR Constructions Limited.,

I confirm and accept this appointment

  
[Sr. VICE PRESIDENT]  


Signature:  
Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr/ Ms. **Mallam Hemanth**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Mallam Hemanth**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,


I confirm and accept this appointment

[Sr. VICE PRESIDENT]



Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr/ Ms. **Ikutti Pavan**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Ikutti Pavan**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]


I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Gavvaji Shanmukha Krishna Yadav  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Gavvaji Shanmukha Krishna Yadav

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

I confirm and accept this appointment




[Sr. VICE PRESIDENT]

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Chintala Swapna  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Chintala Swapna

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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We look forward to your cooperation and successful career in this organization.


With regards,

For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Wesley Princy Margaret  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Wesley Princy Margaret

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Vaddipuri Anitha  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Vaddipuri Anitha

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.


1. You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Surya V  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Surya V

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr/ Ms. Puchakatla Balaji  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Puchakatla Balaji

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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With regards,

For KNR Constructions Limited.,


[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Pothula Govardhan  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Pothula Govardhan

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


[Sr. VICE PRESIDENT]




I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr/ Ms. Penagaluru Lavanya  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Penagaluru Lavanya

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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With regards,

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


[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Pediveeti Vamsidhar**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Pediveeti Vamsidhar**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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With regards,

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
[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Manubolu Suresh**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Manubolu Suresh**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.


- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited.. And should not be discussed with third party.
- 2 You will be on probation for period of six months. On the base of successful performance and your productivity work out put, your services will be regularized as permanent employee.
- 3 You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
- 4 While working on any project or work assignment pursuant to this contract:
  - i) You shall be subject to the general direction of KNR Constructions Limited., Executive Director/Senior Vice President and will be responsible to them for the proper performance of work.
  - ii) You shall not issue or make public statement concerning KNR Constructions Limited., Operations and this release of any information on confidential matter or any other issues.
  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructions Limited., staff and the Government of India, Consultants and with Sub-Contractors.
  - iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.
  - v) You shall not leave company without prior notice of minimum of two months.

- vi) You shall before leaving the employment of KNR Constructions Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Goliapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Goliapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Lakkireddy Kiran Kumar Reddy  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Lakkireddy Kiran Kumar Reddy

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


[Sr. VICE PRESIDENT]




I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Kunchapu Venkatasai**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Kunchapu Venkatasai**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Kola Raghu  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Kola Raghu

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,





[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

**Mr./ Ms. Gentem Balakrishna**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Gentem Balakrishna**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,


[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. B C Chandra Sekhar Babu  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear B C Chandra Sekhar Babu

We are pleased to appointment you as G E T-Civil / Electrical / Mechanical at Various Project sites in AP & TN Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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  - iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.
  - v) You shall not leave company without prior notice of minimum of two months.



- vi) You shall before leaving the employment of KNR Constructors Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructors Limited.,


[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. A K Praveen Kumar  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear A K Praveen Kumar

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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With regards,

For KNR Constructions Limited.,


I confirm and accept this appointment

[Sr. VICE PRESIDENT]



Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. N Rohith Kumar  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear N Rohith Kumar

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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We look forward to your cooperation and successful career in this organization.


With regards,

For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Kole Sadhak Masthan  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Kole Sadhak Masthan

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

(Sr. VICE PRESIDENT)



I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Cheerla Nageswar Reddy  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Cheerla Nageswar Reddy

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

[Sr. VICE PRESIDENT]



I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Anala Vijay Kumar  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Anala Vijay Kumar

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructors Limited... And should not be discussed with third party.
2. You will be on probation for period of six months. On the base of successful performance and your productivity work out put, your services will be regularized as permanent employee.
3. You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
4. While working on any project or work assignment pursuant to this contract:
  - i) You shall be subject to the general direction of KNR Constructors Limited., Executive Director/Senior Vice President and will be responsible to them for the proper performance of work.
  - ii) You shall not issue or make public statement concerning KNR Constructors Limited., Operations and this release of any information on confidential matter or any other issues.
  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructors Limited., staff and the Government of India, Consultants and with Sub-Contractors.

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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]  
\* HYD. \*

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date: 18-12-2020

To

**Mr./ Ms. Duddela Yaswanth**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Duddela Yaswanth**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]  
HYD. \* G

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Vallem Bhargavi  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Vallem Bhargavi

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]


I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Shaik Maksood Basha  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Shaik Maksood Basha

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Orugunta Naresh**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Orugunta Naresh**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Mekala Harika**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Mekala Harika**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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
With regards,

For KNR Constructions Limited.,

[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Manchuru Nagesh Kumar  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Manchuru Nagesh Kumar

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 995

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Kesarapu Ramesh  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Kesarapu Ramesh

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



Date:18-12-2020

To

Mr./ Ms. Kanchi Naveen  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Kanchi Naveen

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]

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Signature:

Date:



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505





## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. C Eswara  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear C Eswara

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
- 2 You will be on probation for period of six months. On the base of successful performance and your productivity work out put, your services will be regularized as permanent employee.
- 3 You are responsible for the following and will execute the work as per the guidance given by Executive Director/Senior Vice President time to time.
- 4 While working on any project or work assignment pursuant to this contract:
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  - iii) You shall conduct yourself in a manner with the maintenance of friendly relations between KNR Constructions Limited., staff and the Government of India, Consultants and with Sub-Contractors.



- iv) You shall not take any decision on your own to release any kind of information to any agency without consulting with your superiors.
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- vi) You shall before leaving the employment of KNR Constructions Limited., handover the charge to the competent authority to the satisfaction of the Directors of the company for the settlement of all debts owing by you.
- vii) The company expects good discipline, honest, behavior, faith and subordination.
- viii) You shall be responsible for all personal taxation levied for the period of, and relating to in accordance with the laws of the Government of India.
- ix) During the employment you will not be engaged in any other employment / consultancy or with any other company what so manner & breach of this will be viewed seriously including termination of your employment.
- x) The company reserves the right to terminate your services at any time notwithstanding the provision contained herein, for any act of indiscipline, non-performance, dishonesty, misbehavior, lack of faith and insubordination or breach of any of the above said clauses of this letter of appointment and to claim damages from you summarily.

We look forward to your cooperation and successful career in this organization.


With regards,

For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Bhumi Reddy Venkata Sai Ram Reddy**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Bhumi Reddy Venkata Sai Ram Reddy**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,


For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Ranganathappa Gari Ranjitha  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Ranganathappa Gari Ranjitha

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

  
[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollepalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollepalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. Pethari Pavankalyan  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear Pethari Pavankalyan

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

1. You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

(Sr. VICE PRESIDENT)




I confirm and accept this appointment

Signature:

Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Papigowni Hemachandar**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Papigowni Hemachandar**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of Rs.15,850/- (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,

I confirm and accept this appointment

  
[Sr. VICE PRESIDENT]

Signature:  
Date:

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Kambham Devendra Reddy**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Kambham Devendra Reddy**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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With regards,


For KNR Constructions Limited.,


I confirm and accept this appointment



[Sr. VICE PRESIDENT]

Signature:  
Date:

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Duggani Chandra Sekhar**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Duggani Chandra Sekhar**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

- 1 You will be paid a consolidated salary CTC of **Rs.15,850/-** (In Words: Rupees Fifteen Thousand Eight Hundred and Fifty Only) per Month. The terms and conditions of your employment are to be treated as confidential between yourself and KNR Constructions Limited... And should not be discussed with third party.
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]


I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Kanchi Naveen**  
Siddartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Kanchi Naveen**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.



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With regards,


For KNR Constructions Limited.,




[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:  
Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Appointment Letter

Date:18-12-2020

To

Mr./ Ms. **Kambham Devendra Reddy**  
Siddhartha Educational Academy Group of Institutions  
Tirupati-517505

Dear **Kambham Devendra Reddy**

We are pleased to appointment you as **G E T-Civil / Electrical / Mechanical** at Various **Project sites in AP & TN** Reporting to the Executive Director/Senior Vice President on the Following terms and conditions.

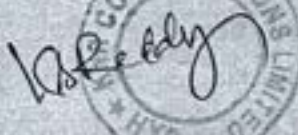
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We look forward to your cooperation and successful career in this organization.

With regards,

For KNR Constructions Limited.,



[Sr. VICE PRESIDENT]

I confirm and accept this appointment

Signature:

Date:



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

**EPSILON**

Private and Confidential

02 Jun, 2022

Rajupalem Siva Sai Lakshmi  
Bangaluru, Karnataka



Dear Siva,

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of **Developer 1** within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before **20 Jun, 2022**. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

Your Total Annual Salary will be **INR 652,813 (Indian Rupees Six Lakh Fifty Two Thousand Eight Hundred Thirteen only)** per annum, subject to applicable deductions. Please note that in addition to this, if you are eligible for contributions to any mandatory benefits, your share of such contributions shall be deducted from the Total Annual Salary. The Total Annual Salary shall be paid to you in accordance with Epsilon's normal payroll practices. The breakdown of your Total Annual Salary into Basic Salary and all relevant allowances is provided to you in Annexure 1. You will be solely liable for your personal tax liabilities and Epsilon makes no assurances that the tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Total Annual Salary may need to be revised from time to time in keeping with the regulatory developments or otherwise, and Epsilon will not be liable for any additional tax liability which you may face due to such revisions.

Your compensation will be reviewed periodically by Epsilon, and any increase will be discretionary and subject to and on basis of effective performance and Epsilon results during that period.

If Epsilon decides to terminate your employment other than summarily (e.g. for gross misconduct) you will be entitled to receive written notice of sixty (60) days. Epsilon reserves the right to make a payment in lieu of notice equivalent to your salary for any unexpired period of notice, less deductions required by law.

If you decide to terminate your employment with Epsilon, you are required to give written notice of sixty (60) days. You would be required to serve out the stipulated notice period and it cannot be offset against any accrued leave unless approved by Epsilon. Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.

Conversant Software Development and Campaign Management  
Services LLP trading as Epsilon  
Identification Number AAD-2554

Additional Office Address: Level 11, The Executive Centre, Prestige  
Trade Tower, 46 Palace Road, Bangalore 560001.  
Tel: +91.80.6120.7080 Fax: 91.80.6120.7001

Office Within Special Economic Zone  
Principal and Registered Office: Floors 8-10, HIR 1 Building of SF7  
Towers, Karle Town Centre, Nagavara, Bangalore 560045.  
Tel: +91.80.6751.4000 Fax: 91.80.6751.3699.

Hub 2: Floors 5-7, HUB 2 Building of SF20 Tower, Karle Town Centre,  
Nagavara, Bangalore 560045

Rajupalem Siva Sai Lakshmi  
Principal

Siddhartha Educational Academy  
Group of Institutions  
Near C. Gollapalli, TIRUPATI-517



**eTeam InfoServices Private Limited**

Penagaluru Lavanya  
737, Balaji Nagar, Tirumala, AP,  
Tirumala, AP 517504

Date: 31 October 2022

Dear Penagaluru Lavanya,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Greenlight Expert". You are expected to join on or before "31 October 2022", failing which, eTeam reserves the right to rescind this letter.

You will work out of our client office and your Annual Cost to Company (CTC) will be CTC 2,28,600/- (Two Lakhs Twenty-Eight Thousand and Six Hundred Rupees Only) as detailed in Annexure "A".

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which would be amended from time to time.

**I) DOCUMENTS**

You shall produce at the time of starting employment (or within one week thereafter) the documents to the Company as mentioned below. Any delays in submitting the requested documents, it may affect your joining or processing your first pay.

This appointment is offered based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false information or withholding pertinent information, the Company will be free to terminate your service at any time without notice.

- Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

**II) SALARY**

a) Your annual remuneration is as specified in Your Appointment Letter.

b) This compensation package has been customized for you after taking into account your qualifications, and relevance of experience and your role and responsibilities.

c) You will be required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.

d) In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and expected not to discuss or



**eTeam InfoServices Private Limited**

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737, Balaji Nagar, Tirumala, AP,  
Tirumala, AP 517504

Date: 31 October 2022

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• Suite No. C/5, B-8 3rd Floor Sector- 2, Noida (UP) – 201301

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Group of Institutions  
Near C.Gollepalli, Tirupati-517 505



### eTeam InfoServices Private Limited

disclose the same to any member of the client staff in the interest of maintaining and promoting good and ethical functional business relations with other clients.

e) Please note that the salary structure of the Company may be altered modified at any time without prior notice and other terms may accordingly be altered modified at any time. Further salary, allowances and all other payment benefits will be governed by the Company's rule as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

#### III) TERMINATION

a) Your employment will be subject to termination by (30 Days) written notice or salary in lieu in case of resignation.

b) The Company, however, reserves the right to terminate without any compensation and notice for a 'Cause.' The term 'Cause' shall be used in the document mean (i) the commission of a crime involving moral turpitude, theft, fraud or deceit; (ii) conduct that has an adverse effect on the Company's reputation; (iii) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (iv) gross negligence or deliberate misconduct; (v) any material breach of terms and conditions specified in this letter; or (vi) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer; (vii) thereof for misconduct breach of responsibilities or providing sensitive confidential information to competitors/clients or non-performance or absconding from duties and the Company reserves all the rights to take Legal actions against the Employees.

c) Employee cannot use his/her accumulated leave to serve Notice Period.

d) When you formally resign from the Services of the company, the company may, at its discretion, permit you to pay up for the notice period in lieu thereof.

e) Your services can be terminated if failed to clear background check and report status is Amber/Red with or without notice/compensation.

#### IV) ABSCONDING WITHOUT NOTICE

In case, if you are on unplanned/unapproved leaves or any such leaves, which has been taken without any prior approval from the Reporting Manager for three or more than three Consecutive Days, in that case, it shall be deemed that you are no more interested to Work with us and will be declared abscond from the Services. Furthermore, In case if you quit the Job without serving proper notice period as stipulated in the Appointment letter with eTeam Infoservices Pvt Ltd., or its client, you shall be considered as "Abscond". You shall serve notice period of 30 days

In such an event, the company has own the rights to pursue for legal action, if wishes to do so, against you and you shall be liable to bear all the Cost which include Jurisdiction Cost, Financial Loss, Value loss etc. or any such loss which has impacted by any means to the company or its Clients.

#### V) SALARY REVIEW

Your Salary will be reviewed periodically as per the policy of the Company detained from time to time. Increments will be solely based on your progress in the Company. Taxability of the salary and benefits will be as per Income Tax Rules.

#### VI) GENERAL

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**a) Medical Fitness**

Your appointment with Company will be subject to your being found medically fit and certified by your family doctor and also subject to receipt of satisfactory references. We would require you to complete medical formalities before you join the organization.

At any point of time during your service with the Company, if you are found to be unfit or incapacitated to give your service in medical grounds, you will be liable for termination from the services of the Company. The opinion of the Doctor appointed authorized by the Company in this regard will be taken as final and binding.

**b) Absence**

Any absence for a continuous period of THREE days of unsanctioned leave, including your over-staying the period of leave by THREE days ( i.e. a total of SIX days of not reporting to work without prior intimation ) may automatically make you lose your lieu on the service, and your service shall automatically stand terminated without any notice or any Compensation in lieu of such notice (as stated in the notice period of this letter) or even intimation from the Company. In such a situation you will be liable to pay one month's gross salary to the Company as liquidity damages.

**c) Responsibilities and Job Description**

The Company reserves the right to assign the responsibilities and job description and allocate additional functions in your jobs description according to its need and requirements prevailing at the time. Any such re-designation shall not negate any other portions of the terms and conditions of employment. You will be required to work on any project assignment in India or Abroad on which the Company may depute you from time to time. You will be required to document all your work on regular basis, as per the Company rules.

**d) Training**

You will be required to undergo various specialized (Internal/external) training which the Company may arrange for you from time to time and you will be required to adhere to the schedule as specified for the training programs.

**e) Duty Hours**

You shall attend office according to the rules prevalent from time to time. You may also be called upon to attend to your duties as and when required in shift or on holidays, in accordance with exigencies. In view of your position, it may be necessary for you to undertake such work, as well as undertake tours and travel.

During overseas deputation you will be required to strictly follow the rules and regulations of the client and Company. All the Leaves have been pre-defined by the Organization basis on the Business and Client requirement at the Start of Every year and it may differ from location to location, or Client to Client basis on the Business purpose and it can be changed, subject to matter of Organizational or Client requirement.

**f) Time Sheet /Time Sheet Approvals**

You are required to ensure submission of your attendance through Manual Time Sheet or Time Sheet Link Approval or Soft Copy or Hard Copy or by any means, by 02<sup>nd</sup> of Every Month to ensure Salary processing on time. All the Time Sheets has to be duly approved and signed by your Supervisor either in soft copy or hard copy with submission as per the Stipulated time.

Employee has to ensure that his/her manual time sheet or time sheet link approval from respective Project Manager / Supervisor has to be submitted on 1st day of every month. In case, if timesheet approved after 05<sup>th</sup> of that specific month, in that case, salary will be





### eTeam InfoServices Private Limited

processed on 15<sup>th</sup> of every month. In Case, if employee fails to submit the Time Sheet with necessary approvals, he/she will not be eligible for Salary in absence of Attendance or necessary approval.

#### h) Location/Travel

You will be presently based at your Project's Location. It is understood that this appointment will involve your posting or travel anywhere in India or abroad.

#### i) Commitments

It should be clear to you that there are no other commitments made by the Company in terms of your compensation or otherwise other than what is mentioned in the appointment letter.

#### j) Professional Ethics

You will be required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonestly in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your Service would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

#### k) Usage of Software/Hardware

You are strictly prohibited from bringing any unauthorized infringed copies of software in the office premises, from any external sources or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act. Non-compliance of this rule will be regarded as a serious offense and will be subject to disciplinary action.

#### l) Code of Conduct

You shall carry out your work diligently and devote full time and attention to your tasks and while on the premises of the Company and not indulge in activities of personal interest & / or for the personal entertainment or activities which hinder the interest, the business activities of the Company and the performance of your colleagues.

While at work on Company premises, use or possession of alcohol, narcotics or like substance/s is prohibited and use / possession of the same is ground for disciplinary action including dismissal.


Whenever there is a change in your personal information, you shall notify the same to the Company, in writing with proof within three (3) days.

#### VII) INTERNET POLICY

It is an implicit part of the conditions of service that you shall act at all times during your service with the Company, in the Company's best interest. You shall be required to strictly comply with the Company's internet policy, which prohibits the use of the Company's computers or such facilities for any purpose not in the accordance with law or for private purposes. You are prohibited from sending or being privy to sending, any objectionable, or anonymous, or pseudonymous e-mail messages to the Company or any other entity by using the Company's facilities, or while in the Company's premises in any location.

You shall not extract information or store any type of data or information, in such a manner as to be able to retrieve or take away such information / data after severance of your employment with the Company, howsoever caused. You shall not use the electronic media of the Company to send or receive electronic images or text of any abusive nature.

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Near C.Gollapalli, Tirupati-517 505



**VIII) NON - COMPETE CLAUSE**

Employee agrees that during the terms of this agreement and a period of twelve (12) months following the termination of the Employee's employment or twelve (12) months following the Term date or the Termination date of this Agreement, which is later, the Employee shall not directly or indirectly, on behalf of any individual or entity, be employed by an Company client, vendor, broker, end-client, end-user or any entity introduced to the Employee by Company or any entity that employee provided services for or through pursuant to Employee's obligation under this Agreement.

Employee further agrees not to solicit, accept or divert any employment, business, and computer consulting contracts or make any contacts with any client, vendor, end-client, and end-user otherwise take away from the Company any business the Company had or was actively soliciting during the Employee's employment. This para shall survive the termination or expiration of this Agreement.

**IX) NON-SOLICITATION**

The employee agrees that during Employee's employment with the Company and for twelve (12) months thereafter the Employee will not directly or indirectly solicit the employment, consulting or other services of any other employee of the company, or a client, end-client or end-user of the Company, or of an entity at which the Employee was placed or introduced as a result of his/her employment with the Company, or induce any such employees to leave such employment or to breach an employment agreement therewith.

Employee will during Employee's employment with the Company and for twelve (12) months thereafter shall not directly or indirectly in any capacity induce or allow or attempt to induce or allow any Company employee, consultant, contractor or other party to terminate his or her employment or contractual relationship with the Company. Employee agrees that the Employee shall not solicit, divert or accept any employee, consultant, client, end-client, end-user, customer, vendor, broker or contractor of the Company or any entity which either directly or indirectly provided any business to the Company. This paragraph shall survive the termination or expiration of this Agreement.

**X) PROHIBITION OF DISCRIMINATION & HARASSMENT OF CO-WORKERS**

You are not to indulge in any act of harassment mental or physical towards any co-worker at the work place.

You are equally responsible for creating a harmonious work atmosphere and accordingly should propagate appropriate behavior amongst colleagues and adhere to the same at the work place.

**XI) CONFIDENTIALITY AGREEMENT**

You are required to undertake a confidentiality agreement effective from the date of joining.

**XII) NON-DISPARAGEMENT**

During the employment and thereafter, You shall not make any disparaging or defamatory statements, whether written or verbal, regarding the business practices of the Company or its Clients; provided, however, nothing in this Section shall prohibit You from making truthful oral or written statements in response to (i) an official request by a government agency, (ii) a court order.



## eTeam InfoServices Private Limited

### XIII) DEPUTATION

During your employment with the Company, you will be liable to be transferred to any of the offices/department of the Company or of the associate companies group companies whether existing or to be set, whether in the same town/city or anywhere in India or abroad on the same conditions of the employment at the sole discretion of the Management.

### XIV) RETIREMENT

The retirement age is 58 years.

You will automatically retire without any notice on your completing the age 58 years. If we found medically unfit, you may be relieved by the Management at an earlier date also. Company reserves the right to extend your services after retirement.

### XIV) COMPANY'S OVERRIDING RIGHT TO SUE FOR RELIEF

Notwithstanding any reference to specific terms and conditions noted hereinabove, the company expressly reserves its right at law to take recourse to such action as appropriate against errant employee and / or claim damages for any injury or damage property or person sustained owing to lapses / negligence by the concerned employee.

Please also note that the above rules and regulations are subject to change / amendment / alteration from time to time at the sole discretion of the management without any notice. Any such changes shall also apply to you.

The management reserves the right to amend, change and introduce anew any or all of the above except what is mandatory under the statutory requirements, at its discretion at any point with or without prior information.

Please sign copy of this letter and return the same to us indicating your acceptance of this appointment and terms and conditions as attached.

We welcome you and look forward to have a long and mutually rewarding association.

Yours truly

For eTeam Infoservices Private Limited

Priyanka Mahajan  
Senior Executive - HR

Agreed & Accepted By

**eTeam InfoServices Private Limited**  
Annexure "A"

**Entitlements:** All entitlements listed below are Subject to Company Policies, Procedures and Guidelines that may be in force or as issued/Changed from time to time. All perquisites and benefits, including reimbursements, are Subject to Income Tax as per the provision of the Income Tax Act, 1961, which may be applicable, including tax on perquisite value. The Details of your remuneration are as under

**Salary Break up**

Name of Candidate	Penagaluru Lavanya	
Location	Hyderabad	
Designation	Greenlight Expert	
Particulars	Per Month	Per Annum
Basic Salary		
HRA	7620	91440
Statutory Bonus	3810	45720
Personal Allowance	635	7617
Sub Total (A)	4927	59124
Retrials - Employer Contribution (B)	16992	203901
PF Contribution from Employer	1506	18068
ESIC Contribution from Employer	552	6627
Sub Total (B)	2058	24694
Total CTC (A+B)	19050	228600
Net Payable (before taxes)	15359	184304

Rupees (Two Lakhs Twenty-Eight Thousand and Six Hundred) Only (Per Annum)

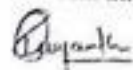
\* Incentive/Referral/Reimbursement/Bonus or any other variable amount is payable subject to the employee's performance as per Company policies and at the sole discretion of the Company's management.

\* Please note that first salary for those who join after the 25th of the month will be processed in following month's payroll cycle post receipt of your complete set of documents.

\*Any Tax Implication arising out of the above structure to be borne by the employee.

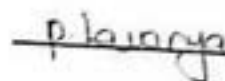
\*Income Tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.

Yours Truly  
For eTeam Infoservices Private Limited



Priyanka Mahajan  
Senior Executive - HR

Agreed & Accepted By




PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



MINDTRAIL TECHNOLOGIES  
PRIVATE LIMITED

14<sup>th</sup> July, 2023

Letter of Appointment

Emp. Name : Yeddala Vinay  
Ref. ID : Ref/MT2030  
Address : Pathevepakuppam (Vill), Nethakuppam (Post), R C Puram (Md), Tirupati-517561,  
Andhra Pradesh.

Dear Vinay,

Congratulations!

We are excited to extend you an offer in the role of **Software Associate** at **Mindtrail Technologies Pvt. Ltd.** We are delighted to make you the following job offer:

- Your Gross Compensation is **Rs. 4,20,000/-** per annum.
- We would like you to start work on **03<sup>rd</sup> August, 2023**. Please report to **Tripti Sharma, Manager** for documentation and orientation. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **24<sup>th</sup> July, 2023** to indicate your acceptance of this offer.


We are confident you will be able to make a significant contribution to the success of **Mindtrail Technologies Pvt. Ltd.** and look forward to working with you.

Annexure A

- Probation:** You will be on probation for a period of Three (3) months from the date of joining. During this period, the Company may conduct on-going reviews to assess your performance. Based upon the reviews, your employment would be confirmed in the company. In case of any extension in the probation, you will be appropriately informed in writing. The Employer or Employee may terminate his/her employment without any reason, by giving three (3) month's prior notice after confirmation and one (1) month's prior notice during the probation period.
- Working Hours, Holidays and Leave:** Normal working hours of the company are **9:30 AM to 6:30 PM**.

Holiday can only be taken at times agreed in advance with the Company and in certain instances with the Company's client. In both the cases except for emergencies and medical reasons leave will be granted only on 3 days prior notice to the start of your intended holiday and approval by your managers is required.

You may not take any holiday until after you have completed 6 months employment with the Company, and you can only take a holiday as per the company norms or client requirements.

  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapelli, Tirupati-517 561

Address:

Level 2, Office no: 202,  
Sy no: 25/29/1, Plot B,  
Business Hub, Near Prithvi  
Hotel, Kothrud, Pune- 41103

Call: 020-67057157

Email: support@mindtrail.co.in

Website: mindtrail.co.in



MINDTRAIL TECHNOLOGIES  
PRIVATE LIMITED

3. **Training:** The company may select and offer training for employees at the company location or outside at its discretion. You will be required to attend these trainings and assignments.
4. **Increments/Appraisals:** Your increments and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, punctuality, sincerity, good conduct, Company's performance and such other relevant factors as adjudged by the management. Generally, employee's performance is reviewed once a year. Any action arising out of this review is solely at the discretion of the Management. You will be eligible for incentives based of your performance.
5. **Quality Matters:** You will be required to learn the processes being followed at **Mindtrail Technologies Pvt. Ltd.** from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
6. **Posting and Transfer:** Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
7. **Full time employment:** Your position is a full-time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (excepts shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.
8. **Confidentiality:** You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.
9. **Intellectual Property:** If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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MINDTRAIL TECHNOLOGIES  
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You may not take any holiday until after you have completed 6 months employment with the Company, and you can only take a holiday as per the company norms or client requirements.

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PRIVATE LIMITED

3. **Training:** The company may select and offer training for employees at the company location or outside at its discretion. You will be required to attend these trainings and assignments.
4. **Increments/Appraisals:** Your increments and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, punctuality, sincerity, good conduct, Company's performance and such other relevant factors as adjudged by the management. Generally, employee's performance is reviewed once a year. Any action arising out of this review is solely at the discretion of the Management. You will be eligible for incentives based of your performance.
5. **Quality Matters:** You will be required to learn the processes being followed at **Mindtrail Technologies Pvt. Ltd.** from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
6. **Posting and Transfer:** Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
7. **Full time employment:** Your position is a full-time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (excepts shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.
8. **Confidentiality:** You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.
9. **Intellectual Property:** If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

Call: 020-67057157

Email: support@mindtrail.co.in

Website: mindtrail.co.in

Address:

Level 2, Office no: 202,  
Sy no: 25/29/1, Plot B,  
Business Hub, Near Prithvi  
Hotel, Kothrud, Pune- 41103



MINDTRAIL TECHNOLOGIES  
PRIVATE LIMITED

- 10. Responsibilities & Duties:** Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.
- 11. Past Records:** This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.
- 12. Termination of employment:** The Company reserves the right to terminate the employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing one month notice in writing by either side.

On the termination of your employment for whatever reason, you will return to the company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and confidential information, in your possession or under your control relating to your employment or to clients' business affairs.

- 13. Authority:** No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

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PRIVATE LIMITED

**Annexure B**

Particulars	Monthly (Rs.)	Annually (Rs.)
Basic	17,500.00	2,10,000.00
House Rent Allowance	7,000.00	84,000.00
Conveyance Allowance	1,600.00	19,200.00
Special Allowance	7,650.00	91,800.00
Medical Allowance	1,250.00	15,000.00
<b>Fixed Component</b>	<b>35,000.00</b>	<b>4,20,000.00</b>
Incentive (Annual)*		0.00
<b>Total Cost to Company</b>		<b>4,20,000.00</b>

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

**ACKNOWLEDGEMENT:**

I, Mr. Yeddala Vinay fully understand and accept the APPOINTMENT on the terms and conditions set out above.

Name & Signature: \_\_\_\_\_

Date: \_\_\_\_\_ / \_\_\_\_\_ /2023

Best Regards,



Tejasri. H

Tejasri Mahindre | HRM-Human Resources  
Mindtrail Technologies Pvt. Ltd.

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

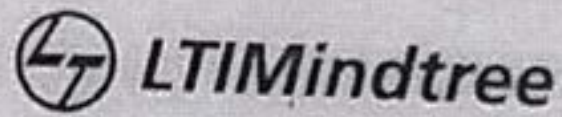
Call: 020-67057157

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Hotel, Kothrud, Pune- 41103



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**Vennapusa Ruchitha**

A handwritten signature in green ink, appearing to be 'Ruchitha'.

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

Date: January 6, 2022  
Ref: LTI/HR/Campus/EN1/2021  
Name: Vennapusa Ruchitha  
College: siddhartha educational academy group of institutions

### OFFER OF EMPLOYMENT

Dear Vennapusa Ruchitha,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

### TERMS AND CONDITIONS

**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

**2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

**3. Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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Near C.Gollapalli, Tirupati-517 505

**4. 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 current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

**5. Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

**6. Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.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, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Ashish Naik  
Associate Director -  
Talent Acquisition

I have read the letter and accept the same.

\_\_\_\_\_  
Signature and Date



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Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

ANNEXURE-1

Name	: Vennapusa Ruchitha	Date	: January 6, 2022
Salary Grade	: GE2		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		9,330	
Bonus		1750	
<b>A. Base Salary (PA)</b>	<b>312,960</b>	<b>26,080</b>	
Annual Incentive	0		
<b>B. Total Variable (PA)</b>	<b>0</b>		
<b>C. Total Target Cash (A+B)</b>	<b>312,960</b>		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	6,773		
<b>D. Retirals &amp; Other Benefits</b>	<b>37,040</b>		
<b>Cost to Company (CTC) C+D</b>	<b>350,000</b>		

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**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 Adhoc Allowance 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.



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**ANNEXURE-2**

Off-Campus Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year(2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. <b>No Year drop allowed.</b>
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA  NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA  • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggregate of 60% & above or equivalent CGPA must be obtained after declaration of final semester results  • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)  • Conversion from CGPA into Percentage must be calculated as per your respective University norms  • Provisional/Passing Certificate (of all courses) must state <b>First Class</b>
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• <b>No active/live backlogs allowed at the time of the interview process</b> • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)  • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at the time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

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**Self Declaration :**

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above for the hiring process.
2. I am aware that this selection process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
6. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.  
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Institute Name : \_\_\_\_\_

Mobile No : \_\_\_\_\_



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**Near C.Gollapalli, Tirupati-517 505**



**NTT DATA**



**ANITHA  
VADDIPURI  
263634**

**EMPLOYEE**

*al*  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

NTT DATA Information Processing Services Private Limited  
Plot No. 123, EPIP Phase II  
Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

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**August 01,2022**

**Anitha Vaddipuri**  
**4-29,Ramasamudram**  
**Puttur, Thirumalakuppam**  
**Chittoor**

**LETTER OF APPOINTMENT**

Dear Anitha,

Congratulations! We have pleasure in making an offer to you for the post of **Customer Care Collections Associate**. We expect you to join the company on or before **August 12,2022**. You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,  
**Ruth S**



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**Group of Institutions**  
**Near C.Gollapalli, Tirupati-517 505**

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Plot No. 123, EPIP Phase II, Whitefield Industrial Area, Bangalore, Karnataka, India, 560066

NTT DATA Information Processing Services Private Limited  
 Plot No. 123, EPIP Phase II  
 Whitefield Industrial Area  
 Bangalore 560 066 India  
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**Annexure- 1**

Compensation and Benefits			
Name	<i>Anitha Vaddipuri</i>		
Designation	<i>Customer Care Collections Associate</i>	Grade	<b>4</b>
Joining Date	<i>August 12,2022</i>	Location	<b>Chennai</b>
Fixed Compensation (A)			
Group 1	Monthly (₹)	Annual (₹)	
Basic Salary	<b>15000</b>	<b>180000</b>	
Group 2 (Allowances)			
The Flexible Compensation Plan (FCP) includes:			
. House Rent Allowance	<b>19979</b>	<b>239746</b>	
. Leave Travel Allowance			
. Children Education Allowance			
. Children Hostel Allowance			
. Professional Development Allowance			
. Meal Pass			
. National Pension Scheme			
. Fuel & Maintenance*			
. Special Allowance			
Group 3 (Retirals)			
^Provident Fund (12% of Basic Salary) Employer's Contribution	<b>1800</b>	<b>21600</b>	
Gratuity (4.8% of Basic Salary as per the provisions of the payment of Gratuity Act 1972).	<b>721</b>	<b>8654</b>	
<b>Total Fixed Compensation (Group 1 +Group 2+Group 3)</b>	<b>37500</b>	<b>450000</b>	
Variable Compensation (B)			
Annual potential discretionary variable incentive**	Min	Maximum	
	0%	7%	
	-	₹ 31500	
Annual earning potential including fixed compensation	<b>₹ 450000</b>	<b>₹ 481500</b>	
Additional Benefits (C)			
Employer Contribution towards Employee Health Insurance (GMC)***	₹ 8000		
Remote working allowance****	₹ 9600		
<b>Annual Total Benefits Cost</b>	<b>₹ 17600</b>		
<b>Total Compensation (Maximum cost to the company)</b>	<b>₹ 499100</b>		

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<sup>A</sup>PF contribution: if your basic salary is less than INR 15,000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the Special Allowance will be considered up to the extent of INR 15,000 per month. If your basic salary is INR 15,000 or more, the PF contribution will be calculated on Basic Salary only.

\*You can claim Fuel and Maintenance reimbursement as per the government guidelines. This will be derived from the existing Special Allowance component. The reimbursement is applicable only for four wheelers. Unclaimed Allowance will be taxed and paid as Special Allowance.

\*\* You are eligible for the annual discretionary variable incentive pay as per the program ("PEP") in accordance with the terms and conditions of the applicable program assigned to you based on your job and business unit. The annual discretionary variable incentive pay may differ as it will be funded and paid based on the Company's performance and individual performance and subject to the terms and conditions of the program applicable at that time. The annual discretionary variable incentive pay stated above may be withdrawn, changed or modified by the Company at its sole discretion, from time to time and will be notified to you as per the Company policy.

\*\*\*There is no reimbursement of amount as this is a benefit provided by the Company to its employees and the premium payable towards the insurance will be borne by the Company which is subject to change year on year. Benefits under this Insurance Policy will be as per the rules of the insurance company

\*\*\*\*This is applicable only for employees up to grade 11 where Company at its sole discretion allows or requires certain employees to work remotely on a formal basis and if the position is conducive to such an arrangement.",

Please note that only your total fixed compensation will be visible in our internal navigator system and the variable/additional benefits will be as per the company policy/program.



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<b>Medical and Insurance Benefits</b>
<b>Hospitalization Insurance</b> You are covered under the Group Hospitalization Insurance Policy which covers self and eligible dependents for a maximum benefit of Rs.3,50,000.
<b>Personal Accident Insurance</b> You are covered under the <b>Personal Accident Insurance</b> for self as per Company policy.
<b>Group Life Insurance Scheme</b> You are covered under the <b>Group Life Insurance</b> for self as per Company policy.
<b>Other Benefits</b>
<b>Discretionary Advance against Salary</b> On confirmation, you will be eligible for discretionary salary advance up to a maximum of six (6) months basic salary for taking care of any medical emergencies for self and family members, as per the Company policy.
<b>House Deposit Advance</b> You are eligible for house deposit / advance up to a maximum of 10 months' rent or 6 months HRA or actual advance payment whichever is lower, as per the Company policy.
<b>Salary Advance</b> On confirmation, you will be eligible for salary advance up to a maximum of one (1) month gross salary for taking care of any personal emergencies for self, as per Company policy.

The benefits stated above may be withdrawn, changed, or modified by the Management at its sole discretion, from time to time and will be notified to you as per the Company policy. The eligibility shown is as per current policy and is subject to change from time-to-time as per the Company policy

The above is subject to the policies of the Company, as applicable from time to time.

Yours sincerely,  
FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:  
*Lakshmi Balaji*  
3507E0097CC8485  
**Lakshmi Balaji**  
ASSOCIATE DIRECTOR - TALENT ACQUISITION

  
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Annexure – 2

**Other TERMS AND CONDITIONS OF EMPLOYMENT**

- Your total compensation and benefits will be as per the enclosure. All the tax liabilities on the entire compensation, at present or in the future, shall be borne by you. The compensation is at a cost to company basis.
- You will be on probation during the first six (6) months of your joining the Company. You would be confirmed in the services of the Company based on your performance review at the end of the probation period. In case your performance is found to be unsatisfactory, your services are liable to be terminated or your probation period might be extended as per the discretion of the Management
- Training: The Company may also send you to a location of its choice for occupancy or to any location abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of the company sending you abroad for specific skills training, you will be required to repay to the Company, all the costs paid to you or incurred on your behalf for this training.
- Your employment is contingent on the successful completion of mandatory training as per the Company's parameters and requirements as communicated to you.
- Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company. You agree to serve the Company faithfully and perform such duties as may be entrusted by your assigned supervisor(s) as authorized by the Company from time to time.
- Transfer to Other Locations: Your services may be transferred to any one four Associate/Group companies or Units in India or Overseas to carry out any assignment arising out of the Company's business including transfers to any of its offices (or locations of its customers) in India or abroad on terms and conditions as applicable to such transfers. If this results in a change of your service conditions, the Company will issue you a prior communication of the same.
- During the term of your employment you agree to devote your entire energy, full and undivided attention exclusively to provide services to the Company/ its clients and commit that you will not represent, handle or otherwise undertake any other business activity, it being clearly understood that you will devote your full working time exclusively to the Company's work and business. You will not carry on, without prior permission in writing, any lecturing or any business, either alone or in partnership, or be directly or indirectly employed or be concerned with any business, trade or profession whatsoever as a principal or an agent or otherwise, take up any office or place/ position of profit or serve any other company as an agent/ partner/ employee or in any other capacity during the term of your employment with the Company.

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Plot No. 123, EPIP Phase II, Whitefield Industrial Area, Bangalore, Karnataka, India, 560066

**NTT DATA Information Processing Services Private Limited**

Plot No. 123, EPIP Phase II  
Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

**NTT DATA**  
Services

Breach of this condition shall lead to immediate termination of your services by the Company without any notice or compensation.

- You agree and represent to the Company that you are not subject to any other existing contract, which would affect or impede your ability to perform in accordance with this letter.
- This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per the Company's current policy, the notice period is 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Your relieving from the services, however, depends on the satisfactory completion of any assignment(s) you are working on during the said notice period and the completion of hand over formalities as defined by your supervisor. Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.
- The Company, at its discretion can waive the applicable notice and relieve you immediately upon paying you the base salary in lieu of the said notice period or can ask you to continue in service during the period of notice and need not necessarily accept salary in lieu of notice from you. The Company may, however, terminate your services without any notice or compensation in the event of:
  - Your remaining absent from work without authorization or reasonable explanation for more than three (3) consecutive days. It would be considered as voluntary abandonment of duties and your name would be struck off from the rolls. Further, you will be liable to pay the Company, including without limiting, an amount in lieu of the notice period.
  - Incompleteness of documents or misrepresentation of facts provided during the hiring process. Further, in addition to termination without any notice or compensation, the Company shall have the right to claim from you the damages equal to the amount spent by the Company in recruiting you and for conducting your background verification. You agree that the damages are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.
  - Further, in addition to termination without any notice or compensation, the Company shall have the right to claim from you the damages equal to the amount spent by the Company in recruiting you and for conducting your background verification. You agree that the damages are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.
  - Any breach or refusal to carry out your duties or responsibilities or refusal to carry out tasks assigned to you by those in authority.
  - Any reasonable suspicion of misconduct, disloyalty, commission/omission of an act involving moral turpitude, any act of indiscipline or inefficiency.

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Tel: +91.80.3342.6000

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Services

- It is hereby agreed by and between the parties that in case you leave the services of the Company out of your own will without serving on the Company the prescribed written notice or salary in lieu thereof, the same shall constitute a substantial breach. In such event, you agree that all sums advanced or to be advanced hereafter or paid or otherwise expended on your behalf or on your account and any other expenses lawfully incurred by the Company in connection with your probation/ training/ employment shall be paid back by you to the Company.
- Upon joining the Company, you shall enter into the confidentiality undertaking as a condition of your employment hereunder. Upon the termination of your employment, you will return to the Company all papers, notes, records, documents and other properties that was used created or controlled by you or happened to come across or become known to you during your tenure of service relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts of the same.
- You will be entitled to leave and other fringe benefits as per the policies of the Company that may be in effect from time to time.
- The Company is a member under the Provident Fund scheme and registered under the Employee Provident Funds and Miscellaneous Provisions Act, 1952. You will be required to be a member of the Provident Fund scheme subject to the act and rules.
- You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- This appointment is subject to:
  - You furnishing the Company with a relieving letter as requested on or before the date of joining from all your previous employers including your most recent employer.
  - The Company receiving satisfactory reports from all references cited in your application.
  - The Company receiving satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to appoint an agency of its choice to conduct such verification). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment



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- The Company has a Zero Tolerance policy towards unethical behavior:
  - If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect without paying any salary in lieu of the notice period.
  - Your conduct at all time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.
  - At any time during your employment the Company, in its sole discretion, may require you to work remotely either temporary or on permanent basis in accordance with the Company's policy effective 1<sup>st</sup> September 2020. In such cases the employees are expected to have a suitable remote work area.
- The Company reserves the right to depute / transfer your services to any other location or group company in consistence with the Company's interest.
- You covenant and agree that for a period of one (1) year following your resignation, relieving, retrenchment or termination of your employment for any reason whatsoever, you shall not directly or indirectly do any of the following:
  - Solicit or accept any business from a person, firm or corporation that is a customer of the Company during the term of your employment with the Company.
  - Solicit or accept any business from any person, firm or corporation that is prospective customer of the Company with whom you had any dealings on the Company's behalf during the term of your employment with the Company.
  - Communicate with any customers of the Company or communicate with any employee of the Company with the effect of enticing or attempting to entice any employee away from the Company.
- Any delay or nonperformance of any of the provisions of this letter, to the extent caused by the condition beyond the control of the Company, including strike, lockouts, work stoppages (including industrial action of any kind which requires the Company and you to accept the terms of settlement) which the Company considers unacceptable to the business ("Force Majeure Event") shall not constitute breach of this letter and the time for performance of such provision, if any, shall be deemed to be extended, for a period equal to the duration of the conditions preventing performance. However, Force Majeure Event shall not include:

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- Any event which is caused by the negligence or is intentional of any party to this letter.
  - Insufficiency of funds.
  - The Company affected by an event of Force Majeure Event shall communicate to you of such event as soon as possible and in any not later than fourteen (14) days, following the occurrence of such event and will take all reasonable steps to mitigate the effects thereof.
  - When the Force Majeure Event ceases, the parties shall resume their responsibilities under the terms of this letter within seven (7) working days, or, if the same is not possible within the said time period, then as soon as reasonably and commercially possible.
  - In the event that a Force Majeure event materially frustrates this letter and has prevented, or if the Company reasonably believes that such event occurred to prevent, timely performance hereunder for a period of more than one (1) month, then the Company may temporarily take reasonable steps to mitigate its potential damage, including procurement of services from such other sources as will be satisfactory to meet the Company's requirement for the period of the Force Majeure Event. If a Force Majeure Event materially frustrates this letter and if the parties are unable to perform due to a Force Majeure Event for more than two (2) months, either party may terminate this letter without any further obligation, provided however, that any outstanding amounts are paid by the Company to you and vice-versa.
- The Company will collect and process certain personal information in relation to your employment with the Company. You hereby acknowledge and consent to the collection, use, storage and processing of your personal information, including Sensitive Information, for the purpose of administering your employment with the Company, including for the purposes of administering employment related benefits, maintaining employee records, and conducting background verification and performance reviews. You also agree and consent to the transfer or disclosure of your personal information and Sensitive Information to the Company's affiliates, parents, and third-party service providers. You acknowledge and accept that these recipients may be located within or outside of India, in a country which may have different data privacy laws applicable. The term 'Sensitive Information' means and includes such personal information that relates to your passwords, physical, physiological or mental health condition, sexual orientation, medical records, financial information and biometric information. You hereby consent to the processing of your personal information in the manner described above, whether by the Company or any service provider on behalf of the Company."
  - You declare that you have not suffered or are suffering from any mental disease/ deficiency/ disorder and also declare that you are having sound physical and mental health to work with the Company.
  - You declare that you have not been convicted by any civil or criminal courts of law in India/ abroad.
  - You shall maintain a high level of ethics and code of conduct for a good and professional relationship at your workplace. While on overseas deputation, as a representative of the Company, it is your moral

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responsibility to ensure that the image and reputation of the Company is not tarnished by your personal conduct.

- If you breach any of the restrictions imposed herein, you agree to be liable for payment of estimated liquidated damages as may be determined by this letter.
- You are required to join the Company on or before your start date failing which, the Company at its sole discretion reserves the right to revoke the offer made to you.
- You shall retire on the attainment of sixty-two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.
- You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- The agreement shall be construed in accordance with the laws of India. The parties agree to subject themselves to the jurisdiction of competent courts at Bangalore alone to try and adjudicate upon any matter concerning this agreement.
- Any change in the above address of either you or the Company's shall be duly informed to the other party by the party whose address has changed within a period of seven (7) days from such change.
- If no change has been intimated or received, the address mentioned above shall be deemed to be the address of the concerned parties.

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**Annexure – 3**

**WORK FROM HOME CONDITIONS UNDERTAKING**

Pursuant to my acceptance of the role as per the general terms and conditions and compensation mentioned in the Appointment Letter, I acknowledge that my employment is subject to the conditions as stated in this Annexure 3.

Under the prevailing circumstances of the pandemic spread of COVID-19, in order for the Company to ensure the safety and wellbeing of its employees and their families, clients, visitors and the general public, the Company is recommending that employees shall Work from Home (WFH) where possible.

I clearly understand the work from home dynamics as explained to me during the interview process and at the time of explaining the offer and I agree to abide by the below provisions without any exception.

I also understand that my failure to follow any one or more of the provisions mentioned in this undertaking either completely or there in part, may lead to disciplinary action against me and may also lead to termination of employment.

**I Agree:**

- To make my workspace at home comfortable and ergonomic to comply with continued working hours.
- To arrange for a backup facility for electricity failure to allow uninterrupted power during my scheduled working hours.
- To be physically present at the location of work as required for collection of IT Assets on the date of joining or as advised by the Company. This will be basis of applicable lockdown conditions prevalent at the said time.
- To have sustainable high-speed internet board band connection (DSL/Cable/Fiber) to comply with the remote work from home conditions as per terms of the offer letter. Mobile phone hotspot, Wi-Fi Dongle will not be considered as high-speed broad band internet. I will arrange to have required internet facility available at my home in case of work from home prior to my date of joining the Company. The Company may, as per the applicable policy, provide me with the necessary computing system and other equipment ("Equipment") to perform work while working remotely. Provided however, where permitted by the Company to so do so, I agree to use my personal mobile phone/Tablet/Laptop/ Desktop for video conference calls during trainings and/or business meetings and other work-related matters, for a temporary period until the Company provides me with a computing system.
- In any event, I will have to travel to my base office location at the time of my IT asset allocation in case I am authorized to work from home and shall ensure that I have followed the relevant approval protocol.

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- If provided, the Equipment will continue to be the property of the Company and I will be using the same for business purposes only. I will be responsible for the care of the Equipment provided by Company and keep it in good performing order for the purposes of remote working requirement.
- I will also be responsible for protecting the Equipment and its contents.
- I shall take all necessary precautions to secure the Equipment and shall be responsible for a loss / Damage of the Equipment. I will use the Equipment only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company while working remotely.
- I acknowledge and agree that I shall comply with all the Policies of the Company during the time of my employment and shall also comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Equipment in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
- I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
- I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, remain protected against any unauthorized access or disclosure.
- I further agree that I shall comply with the instructions provided in Exhibit A below regarding the use of the Equipment.
- I further understand and confirm that any breach of Company policies or applicable client policies will lead to appropriate disciplinary action against me including and up to termination of my employment.

**Specifically, with respect to working from home, I shall:**

- a. Enter time in Synergy, if applicable, as per the hours worked in actual and in line with timesheet guidelines
- b. Use a secure network for performing official work.
- c. Make best efforts to ensure that there is no negative impact to productivity or quality of work during the course of my employment.

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- d. Deliver expected work outcomes within specified working hours span and will follow training and operating procedures strictly.
  - e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
  - f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
  - g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
  - h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
  - i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.
- I will be responsible to bear all costs related to repair or replace any breakage/damage to company-provided Equipment like laptops/Desktop/monitors/LCD Screen and/or power/electrical devices like UPS/power adapter /cables provided by the Company. Such costs will by default be deducted from my monthly salary.
  - If working remotely, when so required, I will make myself available for on-site meetings or training from time to time as required by Company. I will take all preapprovals that may be required before entering any Company premises.
  - I will follow all statutory, health, and safety protocols as part of guidelines laid down by the government and the local authorities enacted by my Company when asked to return to office.
  - I will have to complete the required working hours as per terms agreed in the offer and if for any person reason, I take a break, I will have to intimate about the same to my manager and take my managers approval.
  - I have to maintain normal productivity and make myself available during the regular working hours.
  - I will have to commit and achieve hourly/daily/monthly productivity and quality targets assigned to me.
  - I will not work for anyone other than NTT DATA during the course of my employment and I will not undertake non-work-related activities during my working hours.
  - I will coordinate about my work schedule with my Hard-Line Manager and will be responsible for keeping my Hard-Line Manager and team informed about the status of my work.

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- I hereby consent to comply with all the provisions of the work from home policy shared by Company and I further state that it will be my responsibility to abide by all the above-mentioned requirements by the Company.

I also understand that on any failure to comply with the above-mentioned actions, the Company is entitled to initiate appropriate action as per Company Policy including rescinding the employment contract and in such instance my contract of employment will stand terminated with immediate effect on the date of such communication by the company.

I am aware and accept that the termination on such situation would be on account of my noncompliance as per the conditions of the offer letter. I also understand that I will not be entitled to any notice period pay out on account of the termination related to the matters mentioned in the undertaking.

Company reserves its right to initiate appropriate action against me in terms of the Offer Letter Employment Agreement and the policy of the Company including termination of my employment and I have hereby provided my consent to the same.

I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

#### Acceptance

In accepting employment with NTT DATA Information Processing Services Private Limited, I hereby agree to abide by the terms and conditions set out in the above offer of employment and all policies and regulations of the Company as may be amended from time to time.

DocuSigned by:  
  
888356320046445  
Name & Signature:

Date: August 5, 2022 | 3:38 AM CDT

**RETURN THIS FORM WITH THE SIGNED OFFER LETTER**  
For any questions on your offer, please contact **Ruth S**

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# YOUNGMINDS

TECHNOLOGY SOLUTIONS PVT. LTD.

Software Development Company



**W. PRINCY MARGARET**  
**Matlab Simulink Engineer**

Emp. Code: YMTS0431

Blood Group: 'O'+ve

# 303, 304, AVR Buildings, Balaji Colony  
Opp. S.V. Music College,  
Tirupati, Chittoor Dist., A.P.

Siddhartha Educational Group of Institutions  
Near C.Gollapalli, Tirupati

Phone: 0877-2261612/9030333433



Ref No: YMTS/ HRD/EAPL\_2023/80

Date: 21<sup>st</sup> Dec 2023,

Private & Confidential

Employee Name: Wesley Princy Margaret,  
Employee ID : YMTS-0632,  
Designation : Matlab Simulink Engineer.

Sub: Salary Review & Increment.

Dear Ms. Wesley Princy Margaret,

Thank you for your contribution to the organization during the previous year. We express our sincere appreciation for the passion and commitment demonstrated by you in fulfilling your responsibilities.

In recognition of your delivery and performance, your compensation stands revised effective from **01<sup>st</sup> Feb 2024**. The following are the details of your salary increase:

Current Salary: Rs.2,16,000/- PA  
Salary Increase: Rs.84,000/- PA  
Annual CTC: Rs.3,00,000/- PA

We are confident that you will continue to make significant contributions to the success of our company and look forward to working with you.

Please treat the details of your compensation is strictly confidential, and be aware that all other terms and conditions of the original contract will be carried forward, with the bond amount of Rs.1,00,000/- for this extended time period as mentioned in your initial Appointment Order for the next 18 months, remaining unchanged. Any breach of the provision will be viewed as a violation of policy and will attract disciplinary action including termination.

We would like to thank you for your contribution so far and wish you every success for the future.

For YoungMinds Technology Solutions Pvt.Ltd.

HR Manager

Acceptance by  
(Employee Signatory) *W. Princy Margaret* 29/12/23

Employee Name: *W. Princy Margaret*  
Employee No *YMTS-0431*


PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505

GRAM

WHY DID YOU MOVE?

THIS WAY FOR  
**MONEY  
ADVICE**

**JODO**  
JODOLIFE



**PRAVEEN  
KUMAR**

Customer Success Specialist

Employee Code: 391

PRINCIPAL  
Siddhartha Education & Research Institute



Date: 14th December 2022

### Employment Offer

Dear Praveen,

Congratulations! It is our pleasure to offer you to join Jodo and look forward to having you onboard soon in our mission to build a large and impactful fintech organization.

We are excited to welcome you to the Jodo family, and wish you a long and successful professional stint at Jodo.

The specifics of the offer are as follows:

- Designation: Customer Success Specialist
- Compensation:
  - **Fixed Salary:** INR 6,20,000 per annum which will be paid monthly at the end of the month. Please refer to the Annexure on Page 2.
  - **Variable / Incentives:** This is a performance-linked incentive paid monthly as per the "Jodo Sales Incentive Plan"
- Location: Chennai
- Date of Joining: 2nd January, 2023
- The employment will be governed by the employment agreement which will have details about the company policies as well as other benefits like health insurance and paid leaves.

Warm Regards,

Harsimran Ahuja  
General Manager – Talent Acquisition, Jodo

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Annexure

<u>Breakdown</u>	<u>Annual</u>	<u>Monthly</u>
Basic	248,000	20,667
HRA	99,200	8,267
Special Allowance	251,200	20,933
Total Cash	598,400	49,867
Employer's Contribution to PF	21,600	1,800
	21,600	1,800
Total Cost to the Company (CTC)	620,000	51,667

Note:-

- CTC is subject to applicable tax deductions.
- Employer and employee's contribution to the PF will be deducted from the CTC
- Health Insurance: The sum insured is INR 3,00,000 which covers the Employee, Spouse, Child, and Parents

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Date: 14th December 2022

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Warm Regards,

Harsimran Ahuja  
General Manager – Talent Acquisition, Jodo

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Total Cost to the Company (CTC)	620,000	51,667

Note:-

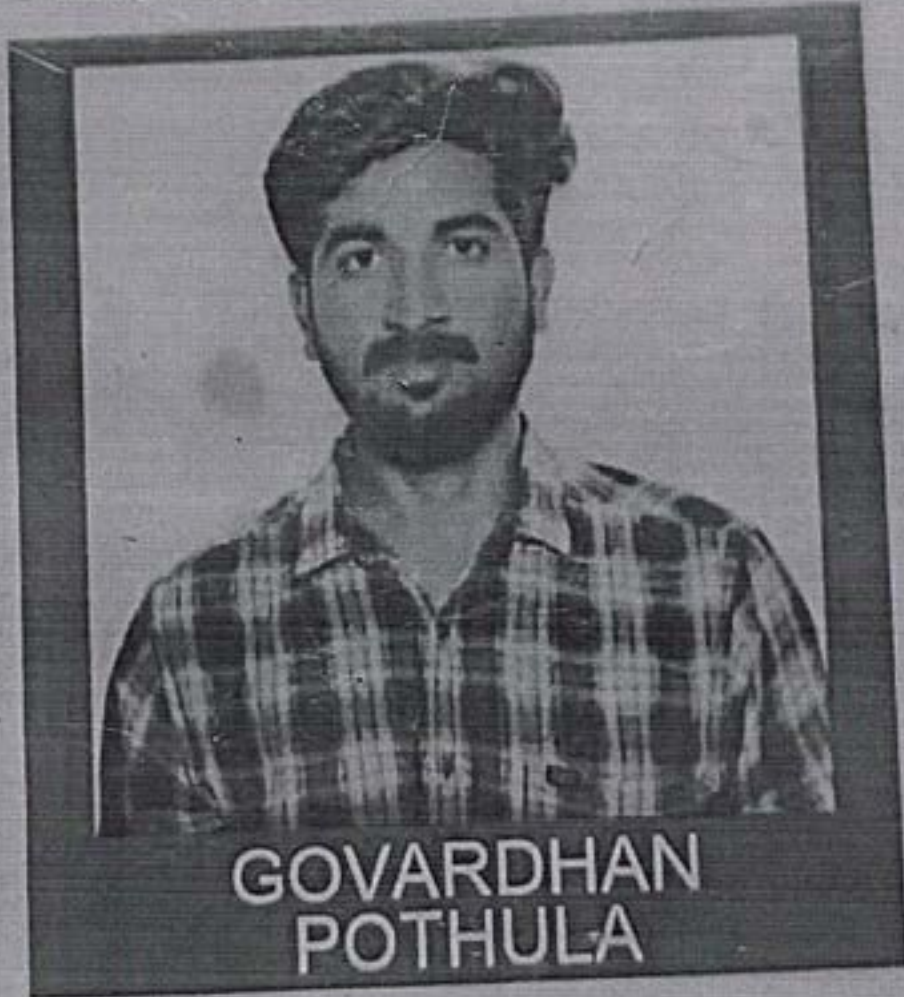
- CTC is subject to applicable tax deductions.
- Employer and employee's contribution to the PF will be deducted from the CTC
- Health Insurance: The sum insured is INR 3,00,000 which covers the Employee, Spouse, Child, and Parents

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TATA CONSULTANCY SERVICES



GOVARDHAN  
POTHULA

Card No 7839  
Associate No 2227720

Tata Consultancy Services Ltd

ICS House, Raveline Street  
Mumbai 400001, India

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Group of Institutions  
Near C. Gollapalli, Tirupati-517-505



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219088440/Lucknow**  
**Date: 11/12/2021**

Mr. Govardhan Pothula  
29th B Main Road, Kuvempunagara Bus Terminal,  
Btm 1st Stage,  
Bangalore-560068,  
Karnataka.  
Tel# 91-7660026542

Dear Govardhan Pothula,

**Sub: Letter of Offer**

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

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

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

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

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

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## COMPENSATION AND BENEFITS

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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## PERFORMANCE PAY

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

## CITY ALLOWANCE

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

## OTHER BENEFITS

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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

  
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## RETIRALS

### **Provident Fund**

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

### **Gratuity**

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

## TERMS AND CONDITIONS

### **1. Aggregate Percentage Requirements**

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

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

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

### **2. Pre requisites for Joining**

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

### **3. Training Period**

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

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

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

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

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

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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

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written permission of TCSL.

#### 9. Confidentiality Agreement

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

#### 10. Service Agreement

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

#### 11. Work in SBWS mode

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

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

#### 12. Overseas International Assignment Agreement

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

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serve TCSL as per the Notice Period clause mentioned below.

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

### 13. Terms and Conditions

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

### 14. TATA Code of Conduct

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

### 15. Notice Period

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

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

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

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

### 16. Retirement

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

### 17. Pre-employment Medical Certificate

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

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## 18. Employment of Non Indian Citizens

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

## 19. Background Check

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

## 20. Submission of Documents

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

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

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

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

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

The original documents will be returned to you after verification.

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

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

### 21. TCS Xperience Program

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

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

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

### 22. Letter of Appointment

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

### 23. Rules and Regulations of the Company

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

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#### 24. Compliance to all clauses

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

#### 25. Data Privacy Clause:

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


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

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

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

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

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

  
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### Withdrawal of Offer

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

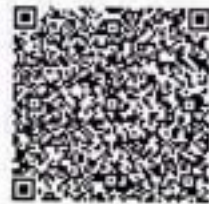
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Nandimath**  
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Govardhan Pothula
Designation	Assistant System Engineer-Trainee
Institute Name	Siddhartha Educational Academy Group Of Institutions

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



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## Annexure 2

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

  
**PRINCIPAL**  
Vidhartha Educational Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



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## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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

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Near C.Gollapalli, Tirupati-517 505

TCS Confidential  
TCSL/DT20219088440

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

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



**4. Prior knowledge**

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

**5. Use of third party material**

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

**6. Security policies and Guidelines.**

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

**7. Working in SBWS Framework:**

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

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

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

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

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## 10. Equitable Rights

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

## 11. General

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

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

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

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

  
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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

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



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

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

  
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EMPLOYMENT OFFER LETTER

Capgemini Ref: 6880829/1587736,

02/15/2023,  
Sudha Upendra Reddy,

4/72-A, BAYANA PALLI, CHINNA CHEPPALI KAMALAPURAM, CUDDAPAH ANDHRA PRADESH - 516289  
CUDDAPAH, Andhra Pradesh  
India.

Confidential

Dear Sudha Upendra Reddy,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ("Capgemini" or "Company") starting from 02/20/2023 (or such other date as may be communicated to you by the Company), as per details given below


- A) Your current designation will be **Process Associate/A3**.
- B) You will be required to work at the Company's offices in **Chennai**.
- C) You have to report by 9:00 A.M. at **Chennai IN** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address  
Capgemini Technology Services India Limited, 9th Flr Prestige Cyber Towers,  
#117, Rajiv Gandhi Salai, Karapakkam, Chennai - 600097, Tamil Nadu

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 380,001.00 (Rupees Three Lakh Eighty Thousand Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

  
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## SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301  
Tel.: 0120-4104995, E-mail: info@smartbrains.in  
CIN - U80301DL2009PTC196925

### Appointment Letter

S.No:SBET/L1-JAN23071

27-01-2023

Mr./Ms T.PAVANI

Congratulations!!!

We are pleased to appoint you in our company as "**Consultant-Network Analyst**". You shall be based at Our Client Preferred Location.

#### 1. EMPLOYMENT


- Your employment is effective from **31/01/2023**. Duties and functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining you have accepted and Committed as above and it will automatically cease in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.

#### 2. CODE OF CONDUCT

You need to maintain proper discipline and dignity and deal with all matters with sobriety. You agree to observe work timings and holidays as applicable.

#### 3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and effort.
- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.

  
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## SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301  
Tel.: 0120-4104995, E-mail: info@smartbrains.in  
CIN - U80301DL2009PTC196925

### 4. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be **INR. 2.2 Lakh (Two lakh Twenty thousand)** per Year Cost to Company. **TDS (if any) will be deducted as per government rule.**

### 5. Minimum Service Tenure

- It is mandatory to work for a tenure of minimum SEVEN Month. Candidate whose onboarding has been Done with our client company and quits before six month will be Fined with amount of INR 10,0000/-

### 6. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three month notice, failing to do so will not entitle you for ANYsalary.
- Full and Final settlement is done in 45 days from the date of last working day.

### 7. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.

### 8. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the

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## SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301  
Tel.: 0120-4104995, E-mail: info@smartbrains.in  
CIN - U80301DL2009PTC196925

signing of any Confidentiality agreements if any, required in connection with the performance of duties and function.

- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

### 9. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Passport copy.
- ✓ Salary certificate from the previous employer.
- ✓ PAN Card

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,


For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar**  
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

**Dated: 27-01-2023**

  
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**Acceptance** National Academy  
Group of Institutions  
Near C.Gollapalli, Tirupati-517 505



## SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301  
Tel.: 0120-4104995, E-mail: info@smartbrains.in  
CIN - U80301DL2009PTC196925

<b>Annexure -1</b>		
<b>Cost To Company (CTC) Breakup</b>		
<b>Particulars</b>	<b>Monthly</b>	<b>Yearly</b>
Basic Salary	16500	198000
House Rent Allowance	0	0
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1418	17016
<b>Total Gross Earnings</b>	<b>17918</b>	<b>215016</b>
<b>Contributions</b>		0
Employee PF Contribution	0	0
Employer PF Contribution	0	0
Professional Tax	200	0
Employee ESI	134	1614
Employer ESI	582	6983
<b>Total Contributions</b>	<b>917</b>	<b>11001</b>
<b>Take Home</b>	<b>17584</b>	<b>211003</b>
<b>Cost To Company</b>	<b>18500</b>	<b>222000</b>

\* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh

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19<sup>th</sup> August 2021

Dear Mr. Busagani Niranjan,

We are pleased to inform you that you have been appointed as "Software Trainee" under grade "G1" w.e.f 1st Sep 2021. Your annual CTC works out to Rs.3,50,000/- per annum.

The details of your compensation and related benefits are as per terms given below:

Basic Salary : Rs. 8,750/- per month

1. Other Allowances

In addition to the above-mentioned consolidated salary, you will be entitled to the following allowances as per the rules of the Company:

a. House Rent Allowance : Rs. 4,375/- per month

b. Special Allowance : Rs. 11,391/- per month

c. Statutory Bonus : Rs. 2,430/- per month

2. DEFERRED BENEFITS

a. P. F. : 12% of basic salary

b. Gratuity : 4.8% payable as per Gratuity Act

3. WORKPLACE

You are initially appointed to work in our Office at Chennai. However, you are liable to be transferred to any other establishment of the Company anywhere in India or to offices/group companies outside India.

4. ASSESSMENT PERIOD

a. Upon onboarding, you will be assigned to a competency for 8 weeks. At the end of this assessment period, you will have an assessment.

b. Only on successful completion of the assessment, your probation period will start, failing which your appointment will be reversed.

  
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5. PROBATION

- a. You will be on probation for a period of **one year** from Date of Joining, which may be extended at the discretion of the Company.
- b. During probation, either party is at liberty to discontinue the appointment, as per service agreement. The Company, however, reserves the right to pay you salary in lieu of notice.

5. CONFIRMATION

- a. On successful completion of the probation period, or any extension thereof, you will be confirmed in the services of the Company.
- b. Confirmation shall take effect only upon issue of a confirmation letter, and from the date given in the letter.

6. NOTICE

Upon Confirmation, your employment will be subject to termination by two months' notice on the Company's side or two months from your side. The Company, however, reserves the right to pay you salary in lieu of notice. You shall be relieved only after you have handed over your functions in all respects to the satisfaction of the Company. If the time taken for such handover is in excess of the notice period, the Company shall compensate for the excess period, provided there is no enquiry being conducted against you during that period.

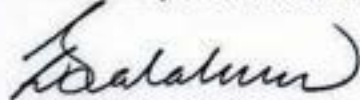
The appointment is subject to the service conditions applicable to the employees of the Establishment of the Company in which you work.

Copy of the said service conditions, terms & conditions of employment and allowances, reimbursement and benefits applicable to you are enclosed herewith and marked Annexure A, I, II, III and IV respectively.

Kindly return the duplicate copy of this letter, duly countersigned by you in token of your acceptance of the terms stipulated therein.

Yours faithfully,


for Bahwan CyberTek Private Limited



Balakumar R  
Vice President – HR

I accept the above terms & conditions

Busagani Niranjan



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Near C.Gollapalli, Tirupati-517 505

~~HE~~  
5.21.2

2020-2021

*Payment*

**PAYMENT**

*all certificates are due*

**SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS**

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

**Application form for Admission into I year M.Tech Course  
( Academic year 2020 - 2021 )**

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 453/2020

Roll No.: 209L1D 5501

Date of Admission: 14/02/2021

1. Name of the Candidate ( Capital letters as per SSC ) : CHINTHAPARTHI SURYAPRAKASH REDDY
2. Father's Name ( Capital letters as per SSC ) : CHINTHAPARTHI BHAGGAR REDDY
3. Mother's Name ( Capital letters ) : CHINTHAPARTHI SIVARANI
4. Occupation (Father) : FARMER
5. Date of Birth (As per SSC) ( DD-MM-YYYY ) : 15-10-1998
6. Sex (Please Tick Mark) : Male  Female
7. Address for Communication :



Student Signatures

PARAPATLA, MEDIKURTI, KANKIREI  
CHITTOOR

Pincode : 517237 Mobile : 8328034196

Parents Mobile No.: 9959294331 Aadhaar No.: 749322506346

Email: suryaprakashreddy@gmail.com Caste : OC

8. Mother Tongue: Telugu Caste sub category : KAPU

9. PGECET-2020 HallTicket No: 6328010341 Rank Obtained: 267

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>169L1A0408</u>		<u>77.44</u>	<u>2020</u>
Intermediate	<u>1609223504</u>		<u>87.6</u>	<u>2016</u>
SSC	<u>1418133304</u>		<u>72</u>	<u>2014</u>

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Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
EMBEDDED SYSTEMS



## STUDENT IDENTITY CARD

**C. SURYA PRAKASH REDDY**



209L1D5501

*K. Rajasekhari*

PRINCIPAL

S E A T

NEW RANGAPATI (W), MEDAKURTHI,

KALIKIRI, CHITTOOR DIST. CELL NO: 8328034196

AADHAR NO : 7493 2250 6346



## ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION

APPGE CET - 2020

Hall Ticket No. 6328010341

Name: CHINTHAPARTHI SURYA PRAKASH REDDY

Gender: MALE (M)

Rank: 267.00

Father's Name: C BHASKAR REDDY

Caste/ Region: OC/ SVU

**PROVISIONAL ALLOTMENT ORDER (for PGE CET CANDIDATES)**

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, sex, category, EWS, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in

**SIDDARTHA EDNL ACADEMY GRP OF INSTNS (SEAT1), TIRUPATHE, CTR  
in EMBEDDED SYSTEMS (JAEMBD)(RGS), under OC\_GEN\_UR category.**

Tuition Fee fixed for the college/course is Rs. 57000 /-.

Tuition fee to be paid by the candidate is Rs. 57000 /- .\*\*

\*\* The students of various categories will be considered for Jagananna Vidya Deevena (RTF) subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time. In the event of the candidate found not eligible for fee reimbursement at later date, the candidate shall have to pay the tuition fee. Those are not eligible for reimbursement as prescribed in G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time, shall pay the annual tuition fee. The amount of tuition fee to be paid by the candidate to respective colleges is as given in the G.O. MS. No. 3 APHERMC dated 18.01.2021 and amendments from time to time.

**Instructions to Candidates:**

1. Reporting through "Candidates Login" from the website <https://appgecet.nic.in> through self-reporting system or from a nearby help line center.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. Both Self-reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self-reporting and reporting at the allotted College is 20.02.2021 (before 5.00PM). Pay all necessary fees if any to the allotted college.
4. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be stands cancelled and you have no claim on the seat allotted.
5. The academic credentials verified if found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
6. RGS or SFS [STIPENDARY], RGN OR SFN[NON-STIPENDARY].
7. Candidates who got more than one allotment by virtue of their eligibility, can choose one college/course allotment through self reporting system before joining the college. The other allotments will become null and void and they will be offered to other meritorious candidates in next phase of counselling.
8. A candidate having more than one allotment, self-reporting and reported at college but wish to change his college shall have to cancel his allotment from already reported college and can change to another college with in stipulated date.
9. Allotments in pharmacy colleges are subjected to approval of Pharmacy Council of India.



CONVENOR  
APPGE CET - ADMISSIONS 2020

\*\*\* This computer generated Provisional Allotment Order does not require any authentication. \*\*\*

Printed as on Dt: 20-02-2021



## ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION

APPGE CET - 2020

Hall Ticket No.	6328010341	Rank:	267.00
Name:	CHINTHAPARTHI SURYA PRAKASH REDDY	Father's Name:	C BHASKAR REDDY
Gender:	MALE (M)	Caste/ Region:	OC/ SVU

### PROVISIONAL ALLOTMENT ORDER (for PGE CET CANDIDATES)

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, sex, category, EWS, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in

**SIDDARTHA EDNL ACADEMY GRP OF INSTNS (SEAT1), TIRUPATHI, CTR  
in EMBEDDED SYSTEMS (JAEMBD)(RGS), under OC\_GEN\_UR category.**

Tuition Fee fixed for the college/course is Rs. 57000 /- .

Tuition fee to be paid by the candidate is Rs. 57000 /- .\*\*

\*\* The students of various categories will be considered for Jagananna Vidya Deevena (RTF) subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time. In the event of the candidate found not eligible for fee reimbursement at later date, the candidate shall have to pay the tuition fee. Those are not eligible for reimbursement as prescribed in G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time, shall pay the annual tuition fee. The amount of tuition fee to be paid by the candidate to respective colleges is as given in the G.O. MS. No. 3 APHERMC dated 18.01.2021 and amendments from time to time.

#### Instructions to Candidates:

1. Reporting through 'Candidates Login' from the website <https://appgecet.nic.in> through self-reporting system or from a nearby help line center.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. Both Self-reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self-reporting and reporting at the allotted College is 20.02.2021 (before 5.00PM). Pay all necessary fees if any to the allotted college.
4. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be stands cancelled and you have no claim on the seat allotted.
5. The academic credentials verified if found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
6. RGS or SFS [STIPENDARY], RGN OR SFN[NON-STIPENDARY].
7. Candidates who got more than one allotment by virtue of their eligibility, can choose one college/course allotment through self reporting system before joining the college. The other allotments will become null and void and they will be offered to other meritorious candidates in next phase of counselling.
8. A candidate having more than one allotment, self-reporting and reported at college but wish to change his college shall have to cancel his allotment from already reported college and can change to another college with in stipulated date.
9. Allotments in pharmacy colleges are subjected to approval of Pharmacy Council of India.



**CONVENOR  
APPGE CET - ADMISSIONS 2020**

\*\*\* This computer generated Provisional Allotment Order does not require any authentication. \*\*\*

-----Printed as on Dt: 20-02-2021-----



**ANDHRA PRADESH STATE COUNCIL OF HIGHER  
EDUCATION**



**APPGE CET - 2020**

**JOINING REPORT**

Hall Ticket No.: **6328010341**

Name: **CHINTHAPARTHI SURYA PRAKASH REDDY**

Rank: **267.00**

Father's Name: **C BHASKAR REDDY**

Based on your acceptance to join SEAT1, JAEMBD through Self Reporting System on Date : 20/02/2021

Your joining details are confirmed vide Admisslon No : 18429.

Note: Submit this along with Provisional Allotment Order already downloaded to the college.



**CONVENOR  
APPGE CET - ADMISSIONS 2020**

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-----Printed as on Dt: 20-02-2021 -----

**PRINCIPAL**  
Siddartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)

**SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS**  
 (Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
 Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech** Course  
 (Under **CATEGORY-B SEATS** for the academic year **2020 - 2021**)

Branch of Admission: CSE  DECS  EMBD.Syst.  Struct.Engg.

( For office use only )

Admission No: 439 /2020

Roll No.: 209L1D 2002

Date of Admission: 16/4/21

1. Name of the Candidate  
 (Capital letters as per SSC)

DAGADI  
 : B. KRISHNAVAMS

2. Father's Name  
 (Capital letters as per SSC)

: B. SANKAR BABU

3. Mother's Name  
 (Capital letters)

: B. VIJAYA LAKSHMI

4. Occupation (Father)

: FARMER

5. Date of Birth (As per SSC)  
 (DD-MM-YYYY)

: 26/12/1996

6. Sex (Please Tick Mark)

: Male  Female

7. Address for Communication :

1-9,  
Paidipati (v)  
Srambatta (Post)  
Tirupathi (Rural)

Pincode : 518 505

Mobile : 9542527287

Parents Mobile No.: 8074 654234 Aadhaar No.: 4531 5567 5635

Email: krishnavamsi2934@gmail.com Caste : BC-D

8. Mother Tongue: Telugu

Caste sub category : YADAVA

9. PGECET -2020 HallTicket No:

Rank Obtained:

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>149L1A0 110</u>	<u>3288</u>	<u>60.11%</u>	<u>Feb 2021</u>
Intermediate	<u>1409219359</u>	<u>672</u>	<u>6.72%</u>	<u>2014</u>
SSC	<u>12911 858 3</u>		<u>7.2 (CGPA)</u>	<u>2012</u>

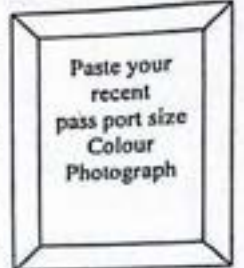
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PRINCIPAL

Siddartha Educational Academy  
 Group of Institutions

Near C.GOLLAPALLI, Tirupati (R)-517 505

Tirupati Dist. (A.P.)



Student Signatures



# SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech** Course  
(Under **CATEGORY-B SEATS** for the academic year **2020 - 2021**)

Branch of Admission: CSE  DECS  EMBD.Syst.  Struct.Engg.

( For office use only )

Admission No: 149/2020

Roll No.: 209LID 2012

Date of Admission: 14/4/21

1. Name of the Candidate  
(Capital letters as per SSC)

: SURAGANI JAGADEESH

2. Father's Name  
(Capital letters as per SSC)

: S BABU

3. Mother's Name  
(Capital letters)

: S KRISHNA VENI

4. Occupation (Father)

: Farmer

5. Date of Birth (As per SSC)  
(DD-MM-YYYY)

: 18-07-1997

6. Sex (Please Tick Mark)

: Male  Female

7. Address for Communication :

Door No: 6-62, Sottarubailu (village),  
c.mallevaram grampanchayat, perumallapalli,  
post, Tirupati rural, chittoor, Andhra  
pradesh

Pincode : 517505

Mobile : 8142604076

Parents Mobile No.: 9704055252

Aadhaar No.: 676732920556

Email: suragani.jagadeesh07@gmail.com Caste : BC-B

8. Mother Tongue: Telugu

Caste sub category : BC-B (Ediga)

9. PGCET -2020 Hall Ticket No:

Rank Obtained:

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>149L1A0184</u>	<u>3447</u>	<u>63.02%</u>	<u>December-2019</u>
Intermediate	<u>1409211205</u>	<u>731</u>	<u>73.1%</u>	<u>2014</u>
SSC	<u>1219124046</u>	<u>8.3 (GPA)</u>		<u>2012</u>

PRINCIPAL

Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)

Paste your recent pass port size Colour Photograph

Student Signature



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)  
Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
STRUCTURAL ENGG.



## STUDENT IDENTITY CARD

**S. JAGADEESH**



209L1D2012

*K. Raju*  
PRINCIPAL

S E A T

S/O: S. BABU, # 6-62, SATTARUBAILU, MALLAVARAM,  
TIRUPATI RURAL, CHITTOOR DIST. CELL NO: 8142604076  
AADHAR NO : 6767 3292 0556



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

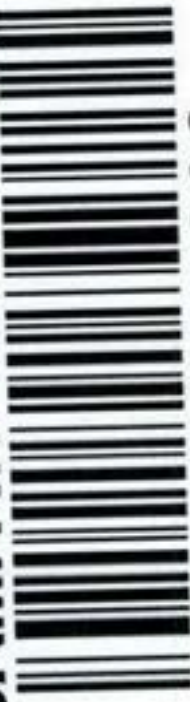
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Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

**A. SAMPATH KUMAR REDDY**



209L1D5802

S E A T

*K. Rajan*  
PRINCIPAL

KADAPA DIST. CELL NO: 8919636618  
AADHAR NO : 4065 8322 8186

# SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech Course**  
( Academic year 2020 - 2021 )

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 458/2020

Roll No.: 209L1D 5804

Date of Admission: 14/4/21

1. Name of the Candidate : KANNAPU SREEKANTH REDDY  
( Capital letters as per SSC )

2. Father's Name : KANNAPU CHANDRASEKHAR REDDY  
( Capital letters as per SSC )

3. Mother's Name : KANNAPU VIJAYA LAKSHMI  
( Capital letters )

4. Occupation (Father) : \_\_\_\_\_

5. Date of Birth (As per SSC) : \_\_\_\_\_  
( DD-MM-YYYY )

6. Sex (Please Tick Mark) : Male  Female

7. Address for Communication :

Y1, Guntimadugula (V)  
Guntimadugula (P)  
Rayachoti (M)  
Kadapa X.S.R (Dist)

Pincode : 516215

Mobile : 9391217158

Parents Mobile No.: 8374183973 Aadhaar No.: 95376067337

Email: KANNAPU Sreekanth<sup>1985</sup>@gmail.com Caste : OC

8. Mother Tongue: Telugu

Caste sub category : \_\_\_\_\_

9. PGECET-2020 HallTicket No: \_\_\_\_\_

Rank Obtained: \_\_\_\_\_

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>1594A0528</u>		<u>65</u>	
Intermediate				
SSC	<u>1322132387</u>			



Student Signature

Kannapu Sreekanth Reddy

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati - 517 505  
Tirupati Dist. (A.P.)

PAYMENT <sup>VIII to Inter Due</sup>

SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech Course**  
( Academic year 2020 - 2021 )

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 460/2020

Roll No.: 209L1D 5806

Date of Admission: 19 FEB 2021

1. Name of the Candidate ( Capital letters as per SSC ) : MITTAPALLI LAVANYA
2. Father's Name ( Capital letters as per SSC ) : M. GOVINDA REDDY
3. Mother's Name ( Capital letters ) : M. MANJULA
4. Occupation (Father) : FARMER
5. Date of Birth (As per SSC) ( DD-MM-YYYY ) : 17-06-1999
6. Sex (Please Tick Mark) : Male  Female
7. Address for Communication :



Student Signature  
M. Lavanya

Door NO:- 2-90, Gangudupalli (village)  
Dorrakambala (Post), Chandragiri (Mandal)  
Chittoor (District)

Pincode : 517102 Mobile : 6300374952  
Parents Mobile No.: 8790934366 ✓ Aadhaar No.: 5928 1610 5888  
Email: mittapallilavanya46@gmail.com, Caste : OC

8. Mother Tongue: Telugu Caste sub category : Kapu

9. PGECET-2020 HallTicket No: 6228011109 Rank Obtained: 50

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	16911A054G	5464	86.73	2020
Intermediate	1609218673	928	92.8	2016
SSC	1419127728	9.5	9.5	2014

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Tirupati Dist. (A.P.)

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## ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION

APPGECEET - 2020

Hall Ticket No.	6228011109	Rank:	50.00
Name:	MITTAPELLI LAVANYA	Father's Name:	M GOVINDA REDDY
Gender:	FEMALE (F)	Caste/ Region:	OC/ SVJ

### PROVISIONAL ALLOTMENT ORDER (for PGECEET CANDIDATES)

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, sex, category, EWS, Special Reservation Category (CAP/PW/NC/SPORTS) etc and the candidate has been allotted a seat in

SIDDARATHA EDNL ACADEMY GRP OF INSTNS (SEATI), TIRUPATHI, CTR  
in COMPUTER SCIENCE AND ENGINEERING (JACSED)(RGS), under DC\_D\_GRLS\_LIR category.

Tuition Fee fixed for the college/course is Rs. 57000 /- .

Tuition fee to be paid by the candidate is Rs. 57000 /- .\*\*

\*\* The students of various categories will be considered for Jagadamma Vidya Deevana (RIT) subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O.MS.No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time. In the event of the candidate found not eligible for fee reimbursement at later date, the candidate shall have to pay the tuition fee. Those are not eligible for reimbursement as prescribed in G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time, shall pay the annual tuition fee. The amount of tuition fee to be paid by the candidate to respective colleges is as given in the G.O. MS. No. 3 APHERMC dated 18.01.2021 and amendments from time to time.

#### Instructions to Candidates:

1. Reporting through 'Candidates Login' from the website <https://appgecet.nic.in> through self-reporting system or from a nearby help line center.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. Both Self-reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self-reporting and reporting at the allotted College is 20.02.2021 (before 5.00PM). Pay all necessary fees if any to the allotted college.
4. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be stands cancelled and you have no claim on the seat allotted.
5. The academic credentials verified if found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
6. RGS or SFS [STIPENDARY], RGN OR SFN [NON-STIPENDARY].
7. Candidates who got more than one allotment by virtue of their eligibility, can choose one college/course allotment through self reporting system before joining the college. The other allotments will become null and void and they will be offered to other meritorious candidates in next phase of counselling.
8. A candidate having more than one allotment, self-reporting and reported at college but wish to change his college shall have to cancel his allotment from already reported college and can change to another college with in stipulated date.
9. Allotments in pharmacy colleges are subjected to approval of Pharmacy Council of India.

4  
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Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



CONVENOR  
APPGECEET - ADMISSIONS 2020



ANDHRA PRADESH STATE COUNCIL OF HIGHER  
EDUCATION

APPGECEt - 2020



JOINING REPORT

Hall Ticket No.: 6228011109  
Name: MITTAPALLI LAVANYA

Rank: 50.00  
Father's Name: M GOVINDA REDDY

Based on your acceptance to join SEAT1, JACSEG through Self Reporting System on Date : 18/02/2021

Your joining details are confirmed vide Admission No : 15399.

Note: Submit this along with Provisional Allotment Order already downloaded to the college.



CONVENOR  
APPGECEt - ADMISSIONS 2020

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Printed as on Dt: 18-02-2021

6  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)

# SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech Course**  
( Academic year 2020 - 2021 )

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 461/2020

Roll No.: 209L1D 5807

Date of Admission: 14/4/21

1. Name of the Candidate  
( Capital letters as per SSC )

: OBILI HARSHAVARDHAN REDDY

2. Father's Name  
( Capital letters as per SSC )

: O. NARASIMHAREDDY

3. Mother's Name  
( Capital letters )

: O. VIJAYA KUMARI

4. Occupation (Father)

: Teacher

5. Date of Birth (As per SSC)  
( DD-MM-YYYY )

: 25/08/1998

6. Sex (Please Tick Mark)

: Male  Female

7. Address for Communication :

1-125 Muthyalama Gudi Street  
Rampicherla (V) (P) Chittoor (D)

Pincode : 517192

Mobile : 9398462160

Parents Mobile No.: 9704604859 Aadhaar No.: 939435184784

Email: O. Harshavardhan Reddy@gmail.com Caste : OC

8. Mother Tongue: Telugu

Caste sub category : \_\_\_\_\_

9. PGCET-2020 HallTicket No:

Rank Obtained:

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>1594A0551</u>		<u>65%</u>	<u>2020</u>
Intermediate				
SSC	<u>1319121043</u>		<u>77%</u>	

PRINCIPAL

Siddhartha Educational Academy

Group of Institutions

Near C.GOLLAPALLI, Tirupati (R)-517 505

Tirupati Dist. (A.P.)



O. Harshavardhan Reddy





# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

Near C. Gollapalli, TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

O. HARSHAVARDHAN REDDY



209L1D5807

*O. Harshavardhan*

PRINCIPAL

S E A T

CHITTOOR DIST. CELL NO: 9398462160

AADHAR NO : 9394 3518 4784



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

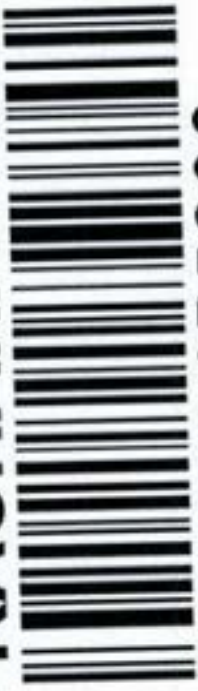
Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

**P. RACHANA REDDY**



209L1D5808

*K. Rajamohan*

PRINCIPAL

S E A T

D/O: P. BALASUBRAMANYAM REDDY, # 1-73, C. GOLLAPALLI,  
TIRUPATI RURAL, CHITTOOR DIST. CELL NO: 7569190393  
AADHAR NO : 3817 2489 7330

# PAYMENT

photo Due -

## SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into **I year M.Tech Course**  
( Academic year **2020 - 2021** )

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 463 /2020

Roll No.: 209L1D5809

Date of Admission: 20 FEB 2021

1. Name of the Candidate  
( Capital letters as per SSC )

: PALLAM PRUDHVI KUMAR

2. Father's Name  
( Capital letters as per SSC )

: PALLAM KRISHNAIAH

3. Mother's Name  
( Capital letters )

:

4. Occupation (Father)

: Contractor

5. Date of Birth (As per SSC)  
( DD-MM-YYYY )

: 25-03-1998

6. Sex (Please Tick Mark)

: Male  Female

7. Address for Communication :

20-25, Dhubashi (st), old pet,  
Chandragiri - 517101

Paste your  
recently pass  
port size  
Colour  
Photograph

Student Signature

Pincode : 517101

Mobile : 9398446422

Parents Mobile No.: 998194107 Aadhaar No.: 740502319529

Email: prudhvi.guna786@gmail.com, Caste : SC

8. Mother Tongue: Telugu

Caste sub category : \_\_\_\_\_

9. PGECET-2020 HallTicket No:

622801349

Rank Obtained:

2183

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>169L1A0562</u>		<u>74.37</u>	<u>2020</u>
Intermediate	<u>1609211411</u>	<u>872</u>	<u>87.2</u>	<u>2016</u>
SSC	<u>149118992</u>	<u>58</u>	<u>9.7</u>	<u>2014</u>

PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

Near C. Gollapalli, TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

**P. PRUDHVI KUMAR**



209L1D5809

*K. Rajan*

PRINCIPAL

S E A T

S/O. P. KRISHNAIAH, # 13-73/2, NEAR KAVAMMA TEMPLE STREET,  
CHANDRAGIRI, CHITTOOR DIST. CELL NO: 9398440422  
AADHAR NO : 7405 0231 9529



## ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION

APPGECET - 2020

Hall Ticket No.	6228011349	Rank:	2183.00
Name:	PALLAM PRUDHVI KUMAR	Father's Name:	PALLAM KRISHNAIAH
Gender:	MALE (M)	Caste/ Region:	SC/ SVU

**PROVISIONAL ALLOTMENT ORDER (for PGCET CANDIDATES)**

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, sex, category, EWS, Special Reservation Category (CAP/PH/UNCC/SPORTS) etc and the candidate has been allotted a seat in

**SIDDARTHA EDNL ACADEMY GRP OF INSTNS (SEAT1), TIRUPATHI, CTR**  
in **COMPUTER SCIENCE AND ENGINEERING (JACSEG)(RGS)**, under **OC\_GEN\_SVU** category.


Tuition Fee fixed for the college/course is Rs. 57000 /-.

Tuition fee to be paid by the candidate is Rs. 57000 /-.

\*\* The students of various categories will be considered for Jagananna Vidya Deevena (RTF) subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O.MS.No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time. In the event of the candidate found not eligible for fee reimbursement at later date, the candidate shall have to pay the tuition fee. Those are not eligible for reimbursement as prescribed in G.O. MS. No. 72 of Social Welfare dept., dated 18.10.2014 and G.O. MS. No. 77 of Social Welfare dept., dated 25.12.2020, and amendments from time to time, shall pay the annual tuition fee. The amount of tuition fee to be paid by the candidate to respective colleges is as given in the G.O. MS. No. 3 APHERMC dated 18.01.2021 and amendments from time to time.

**Instructions to Candidates:**

1. Reporting through 'Candidates Login' from the website <https://appgecet.nic.in> through self-reporting system or from a nearby help line center.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. Both Self-reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self-reporting and reporting at the allotted College is 20.02.2021 (before 5.00PM). Pay all necessary fees if any to the allotted college.
4. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be stands cancelled and you have no claim on the seat allotted.
5. The academic credentials verified if found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
6. RGS or SFS [STIPENDARY], RGN OR SFN[NON-STIPENDARY].
7. Candidates who got more than one allotment by virtue of their eligibility, can choose one college/course allotment through self reporting system before joining the college. The other allotments will become null and void and they will be offered to other meritorious candidates in next phase of counselling.
8. A candidate having more than one allotment, self-reporting and reported at college but wish to change his college shall have to cancel his allotment from already reported college and can change to another college with in stipulated date.
9. Allotments in pharmacy colleges are subjected to approval of Pharmacy Council of India.

  
**PRINCIPAL**  
Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



**CONVENOR**  
APPGECET - ADMISSIONS 2020



**ANDHRA PRADESH STATE COUNCIL OF HIGHER  
EDUCATION**



**APPGECEt - 2020**

**JOINING REPORT**

Hall Ticket No.: **6228011349**

Name: **PALLAM PRUDHVI KUMAR**

Rank: **2183.00**

Father's Name: **PALLAM KRISHNAIAH**

Based on your acceptance to join SEAT1, JACSEG through Self Reporting System on Date : 18/02/2021

Your joining details are confirmed vide Admission No : 15269.


Note: Submit this along with Provisional Allotment Order already downloaded to the college.



**CONVENOR  
APPGECEt - ADMISSIONS 2020**

\*\*\* This computer generated Joining Report does not require any authentication. \*\*\*

-----Printed as on Dt: 20-02-2021 -----

  
**PRINCIPAL**  
**Siddhartha Educational Academy**  
**Group of Institutions**  
Near C.GOLLAPALLI, Tirumala, Telangana 517 005  
Tirumala Dist: 17



**ANDHRA PRADESH STATE COUNCIL OF HIGHER  
EDUCATION**



**APPGE CET - 2020**

**JOINING REPORT**

Hall Ticket No.: **6228011349**

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Rank: **2183.00**

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APPGE CET - ADMISSIONS 2020**

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-----Printed as on Dt: 20-02-2021 -----

*Handwritten signature*  
**PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirumala  
Tirupati District**

# PAYMENT

*FE Aadhar Due.*

## SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS

(Approved by AICTE, New Delhi & Affiliated to JNTU, Anantapur)  
Near C.Gollapalli, TIRUPATI (Rural) - 517 505

Application form for Admission into I year M.Tech Course  
( Academic year 2020 - 2021 )

*OK*

Branch of Admission: CSE  DECS  EMBD. Syst.  Struct. Engg.

( For office use only )

Admission No: 464 /2020

Roll No.: 209LID 58/0

Date of Admission: 20 FEB 2021

1. Name of the Candidate : R. Purushotham  
( Capital letters as per SSC )

R. Purushotham

2. Father's Name : M. Ramayya  
( Capital letters as per SSC )

M. Ramayya

3. Mother's Name : M. Anasuya  
( Capital letters )

M. Anasuya

4. Occupation (Father) : Agriculture

Agriculture

5. Date of Birth (As per SSC) : 20-07-1998  
( DD-MM-YYYY )

20-07-1998

6. Sex (Please Tick Mark) : Male  Female

Male  Female

7. Address for Communication :

10-17,  
Kandiga,  
G.D. Nellore  
Chittoor



R. Purushotham

Pincode : 517421

Mobile : 9704022953

Parents Mobile No.: 9704022953

Aadhaar No.: \_\_\_\_\_

Email: rpurushotham2007@gmail, Caste : SC

8. Mother Tongue: Tamil

Caste sub category : Mala

9. PGECET-2020 HallTicket No:

6228011512

Rank Obtained:

232

10. Academic Details :

	Reg No./Hall Ticket No.	Marks Obtained	Percentage of Marks	Year of Passing
P.G.				
B.Tech-	<u>169L1A0571</u>		<u>71</u>	<u>2020</u>
Intermediate				
SSC	<u>1319126175</u>		<u>75</u>	<u>2013</u>

*OK*  
PRINCIPAL

Siddhartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



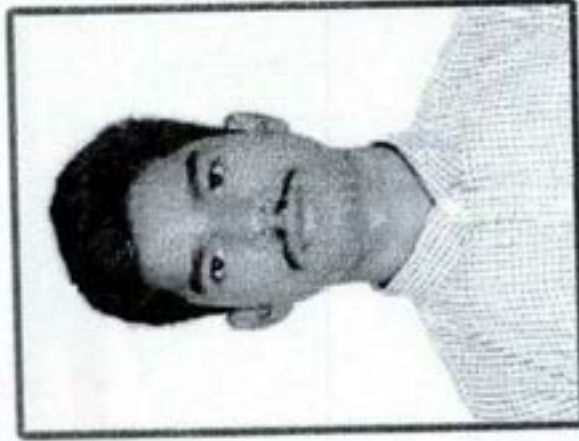


# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



STUDENT IDENTITY CARD

**R. PURUSHOTHAM**



209L1D5810

*Rajamohan*

PRINCIPAL

S E A T

S/O. M. RAMAIAH, # 10-17, KANDIGA (V), GD NELLORE (M),  
CHITTOOR DIST. CELL NO: 9704022953  
AADHAR NO : 4581 2718 9675



ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION

APPGE CET - 2020

Hall Ticket No. 6228011512  
Name: R PURUSHOTHAM  
Gender: MALE (M)

Rank: 232.00  
Father's Name: H RAMAYYA  
Caste/ Region: SC/ SVU

**PROVISIONAL ALLOTMENT ORDER (for PGE CET CANDIDATES)**

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in COMPUTER SCIENCE AND ENGINEERING (JACSEG)(RGS), under OC\_GEN\_SVU category.**

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Tuition fee to be paid by the candidate is Rs. 57000 /- .\*\*

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*6*  
**PRINCIPAL**  
Siddartha Educational Academy  
Group of Institutions  
Near C.GOLLAPALLI, Tirupati (R)-517 505  
Tirupati Dist. (A.P.)



**CONVENOR**  
APPGE CET - ADMISSIONS 2020



**ANDHRA PRADESH STATE COUNCIL OF HIGHER  
EDUCATION**



**APPGE CET - 2020**

**JOINING REPORT**

Hall Ticket No.: **6228011512**

Name: **R PURUSHOTHAM**

Rank: **232.00**

Father's Name: **M RAMAYYA**

Based on your acceptance to join SEAT1, JACSEG through Self Reporting System on Date : 18/02/2021

Your joining details are confirmed vide Admission No : 15163.

Note: Submit this along with Provisional Allotment Order already downloaded to the college.



**CONVENOR  
APPGE CET - ADMISSIONS 2020**

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9



# SIDDHARTHA ENGINEERING M.B.A. COLLEGE

(Affiliated to J.N.T.U. Anantapuramu.)

Near C. Gollapalli. TIRUPATI - 517 505. Ph: 8008202337, 9885463442

2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

V. VISHNU TEJA



209L1D5811

*K. Rajan*

PRINCIPAL

S E A T

S/O. V. ANJANEYULU, KONIJEDU (V), TANGUTUR(M),  
PRAKASAM DIST. CELL NO: 9989445837  
AADHAR NO : 3739 6415 9324



# SIDDARTHA EDUCATIONAL ACADEMY GROUP OF INSTITUTIONS - INTEGRATED CAMPUS

(Approved by the AICTE, New Delhi & Affiliated to JNTUA, Ananthapuramu)

Near C. Gollapalli, TIRUPATI (Rural) - 517 505. (A.P.)

Mobile : 8002202337

Fax : +91 877 - 2242227

College e-mail ID : siddarthaedu@gmail.com

Website : <http://siddarthaedu.com>

Dr. K. PURUSHOTHAM PRASAD  
Professor and Head  
Department of Electronics and Communication Engineering  
Mail: [prasad.kalisetti@gmail.com](mailto:prasad.kalisetti@gmail.com)

Date : 10.05.2021

## LETTER OF RECOMMENDATION

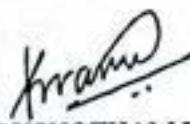
I am writing this reference letter in support of Ms. THUNGA MOKSHASRI LAKSHMI. I have known her for three years as an undergraduate student in Electronics and Communication Engineering. Now she is applying to the Master of Science program at your esteemed university. I taught her the courses like "Low power VLSI circuits & systems" and "Signals and Systems." In my classes, Ms. Moksha distinguished herself by scoring exceptionally high on in-class examinations. Her academic performance was genuinely superior.

She has done her final year project on "Multilevel smart parking system," where she learned about the Internet of things which gave her additional knowledge and work experience. During this project, she led four students, which shows she is a good team player. I am aware of Moksha's remarkable academic performance, as reflected in her transcripts. She maintained a GPA of 7.8 on a scale of 10.0, which shows her dedication to possess an excellent academic profile. Besides her academic record, she participated in three days of workshop on the "Internet of Things" in her sixth semester, where she acquired some considerable information.


Apart from academics, she is interested in extracurricular activities like organizing technical events during college fests and department events. She has been the event coordinator for one of the events conducted during the college celebrations. She has fruitfully been a part of the Dance team and actively participated in sports as well. She also has a very pleasing attitude.

I have strong confidence that she will be one of the most promising students in your program, and I am sure she will succeed in the future. Hence, I highly recommend Moksha for continuing her higher studies at your university and wish her all success in her academic and professional carrier. Should you have any further inquiries about her, you can feel free to contact me.

Regards,

  
Dr. K. PURUSHOTHAM PRASAD  
HEAD OF THE DEPARTMENT  
Electronics & Communication Engineering  
Siddhartha Educational Academy  
Group of Institutions  
C. Gollapalli, Tirupati - 517 505

  
PRINCIPAL  
Siddhartha Educational Academy/  
Group of Institutions

  
PRINCIPAL  
Siddhartha Educational Academy  
Group of Institutions  
Near C. Gollapalli, TIRUPATI-517 505

University of  
Hertfordshire **UH**

Student

R. Basireddy

Member ID

22029887

Valid Until

Oct 2, 2026

School

School of Physics,  
Engineering and  
Computer Science



\*044220298872\*

PRINCIPAL

Siddhartha Educational Academy

Tirupati Dist. (A.P.)

Siddhartha Educational Academy  
Group of Institutions  
Near C. Gollapalli, TIRUPATI-517 505



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2020 - 2022  
M. TECH  
C.S.F.



## STUDENT IDENTITY CARD

**A. KAVYA**



209L1D5803

*K. Rajan*

PRINCIPAL

S E A T

D/O. A. SURESH BABU, GREEN PARK APPARTMENTS,  
A BLOCK, DR MAHAL ROAD, TIRUPATI, CHITTOOR DIST. CELL NO: 6302905736  
AADHAR NO : 3872 0299 1743