21A71A0501

CSE - I

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Narakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Always Designing for People

Jul 29, 2025

Mr. Kudari Abhiram
#30/35, Revenue Quarters, Nandyal,
Andhra Pradesh 522201

Dear Kurtari,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP Private Limited ("ADP"/"Company"). Please find the offer details below:

Position:	Associate Functional Consultant
Grade:	G2L1
Start Date:	On or Before Aug 18, 2025
Compensation:	Total CTC of INR 600,015.00 (Six Lakh And Fifteen Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of 6 (six) months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy and your employment with the Company is terminable by serving a notice of 60 (sixty) days on either side. On successful completion of probation period, the notice period would be 90 (ninety) days on either side. Upon termination, whether during or after the probation period, ADP may elect to provide payment in lieu of notice. ADP reserves the right to terminate your employment with immediate effect on the basis of, but not limited to, non-adherence to ADP's Code of Conduct and Ethics and other related policies, non performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services can be transferred at the discretion of the Company and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

George Mathews
(Senior Director)

The Square Survey No. 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/F, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Always Designing for People

Details of Compensation

Name: Kudari Abhiram

Position: Associate Functional Consultant

Grade: G2L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	INR 22,320.00	INR 267,840.00
• House Rent Allowance	INR 9,644.00	INR 115,728.00
• Flexible Benefits**	INR 4,464.00	INR 53,568.00
B. Bonus (20% of Basic Salary Paid Monthly)	INR 4,464.00	INR 53,568.00
C. Standard Benefits		
• Provident Fund***	INR 2,678.00	INR 32,136.00
• Gratuity	INR 1,074.00	INR 12,888.00
Gross Compensation (A+B+C)	INR 44,644.00	INR 535,728.00

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
	INR 0.00	INR 64,287.00	INR 112,503.00
Total CTC (Gross + VPI)##	**INR 600,015.00**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** Provident Fund will be deducted as per the prevailing statutes*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI (refer clause no. 12 below) payout
Tax will be applicable as per prevailing tax slab and tax regulations in India

The Square Survey No. 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra - 4[illegible]
Phone: +91 20 6757 [illegible]

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dt.), A.P.

21A71A0502

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0075
June 24, 2025
Mr. Ameen ul Hassan Khan

APPOINTMENT LETTER

Dear Ameen ul,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
PARVATHAPURAM ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Ameen ul Hassan Khan		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:



21U71A0503

Dear ***Srilatha,***

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist.



Date: February 17, 2025
Ms. Srilatha Ammireddy

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Srilatha Ammireddy**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

2025-02-CAMP-T3-DVCI-P-AA03347-6

Principal
HARSAYAGIPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21A91A0504

cognizant

Letter of Intent (LOI)

Superset ID: 6474658

Date: November 11, 2025

Dear Aravapalli Vasavi,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for 7 **calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment



Principal
VARALAKSHMI ENGINEERING COLLEGE
(AUTONOMOUS)
...-522 007, Prakasam (Dist.), A.P.

cognizant

21471A0505

28-Jul-2025

Dear Bala Rangarao Macharla,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758213

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist., A.P.

cognizant

Compensation and Benefits

Name: Bala Rangarao Macharla **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

cognizant

21471A0509

28-Jul-2025

Dear Bojja Sobharani,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758301

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

Compensation and Benefits

Name: Bojja Sobharani **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
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Note: The Insurance amount may vary subject to market conditions from time to time.

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

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nagarro

Date:17/02/2025

Bolla Vinay Pooja,

Subject: Training Letter

Dear Bolla,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

nagarro

Name	Bolla Vinay Pooja

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21A71A0511

Neebal
Technologies

NTHR/24-25/V636

Date:25th November 2024

To
Venkata Srinivasulu Bollavaram,

Dear Venkata Srinivasulu,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Venkata Srinivasulu Bollavaram	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21U71A0512

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0079
June 24, 2025
Ms. Yasaswini Bollineni

APPOINTMENT LETTER

Dear Yasaswini,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Yasaswini Bollineni		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A0513

Neebal
Technologies

NTHR/24-25/V639

Date:25th November 2024

To
Lakshmi Prasanna Bommu,

Dear Lakshmi Prasanna,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025**. Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

Principal

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Venkata Lakshmi Prasanna Bommu	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21471A0514

Mu Sigma

Date: November 18, 2024

Supriya Borugadda
Candidate ID:C2024363
Narsaraopeta College

Dear Supriya ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

21471A0516

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Harini Chinnam
Bangalore

Dear Harini,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc.as per applicable laws and contractual terms, from time to time.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure I - Total Rewards (A + B + C + D)

Name : Harani Chinnam
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	750,000

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay AIP Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of 8.00% of the Base Pay (Total Fixed Pay). The potential variable pay amount 60,000 (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident Insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

Principal
NAHASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

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17-Jul-2025

Dear Dasari Triveni,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153062

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P

cognizant

Annexure A

Compensation and Benefits

Name: Dasari Triveni **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

2147A0518

cognizant

Letter of Intent (LOI)

Superset ID: 6459729

Date: November 11, 2025

Dear Karasala Deepika,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

21471A0519

28-Jul-2025

Dear Bala Sri Abhigna Divvela,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758268

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining of Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Bala Sri Abhigna Divvela **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P

cognizant

21A71A0522

17-Jul-2025

Dear Gattu Thanuja,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153044

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Gattu Thanuja **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A91A0523

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Jayanth Sagi,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Jayanth Sagi,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A05Z4

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Lavanya Gude
Bangalore

Dear Lavanya,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies/ contributions, etc.as per applicable laws and contractual terms, from time to time.

Previously known as TRCPL Projects Private Limited
2nd Floor, Fleet House, Andheri Kurla Road,
Gandevi, Marol, Saki,
Andheri East, Mumbai 400 059
CIN: U74900MH2016FTC283853

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Clarivate™

Annexure I - Total Rewards (A + B + C + D)

Name : Lavanya Gude
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay AIP Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident Insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

IDAC

PETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

21471A0526

28-Jul-2025

Dear Gurram Siva Anjali,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758209

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sehgal
Senior Vice President – Recruitment

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

Signature: **Date:**

EOAC

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Compensation and Benefits

Name: Gurram Siva Anjali **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for [illegible] leaves per annum.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0094
June 24, 2025
Ms. Indravathi Chinni

APPOINTMENT LETTER

Dear Indravathi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madnapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Indravathi Chinni		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2 (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3 (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

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21A71A0529

nagarro

Date:17/02/2025

Kolakani Raju,

Subject: Training Letter

Dear Kolakani,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com
info.in@nagarro.com

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nagarro

Name	Kolakani Raju

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

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movate™

Date: 17th March 2025

Dear Kota Veera Rgahava Reddy,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Kota Veera Raghava Reddy**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

Principal

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Letter of Intent (LOI)

Superset ID: 6457399

Date: November 11, 2025

Dear Mellacheruvu V V Naga Shanmukha Sahithi,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Neebal
Technologies

NTHR/24-25/V642

Date:25th November 2024

To
Annapurna Nakka,

Dear Annapurna,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Annapurna Nakka	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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21471A0539

Mu Sigma

Date: November 18, 2024

Gopi Krishna Nallamekala
Candidate ID:C2024383
Narsaraopeta College

Dear Gopi Krishna ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

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NARASARAOPET - 522601

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Divya Narra
Bangalore

Dear Divya,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, cess, other levies, contributions, etc.as per applicable laws and contractual terms, from time to time.

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

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Annexure I - Total Rewards (A + B + C + D)

Name : Divya Narra
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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cognizant

Letter of Intent (LOI)

Superset ID: 6505973

Date: November 11, 2025

Dear Nuti Revanth,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,968/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calender days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. **Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee.** For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment

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21471A0542

Mu Sigma

Date: November 18, 2024

Jyoshnadevi Pandi
Candidate ID:C2024393
Narsaraopeta College

Dear Jyoshnadevi ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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(AUTONOMOUS)

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

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Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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Neebal
Technologies

NTHR/24-25/V648

Date:25th November 2024

To
Swetha Lakshmi Paruchuri,

Dear Swetha Lakshmi,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Swetha Lakshmi Paruchuri	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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October 09, 2025

Dear **Peddi Kavya,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization before the retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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NARASARAOPET-522601, Palnadu(Dist.) A.P.

Signed by : Peddi Kavya
Date : 09.10.2025 17:00:52 IST

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QuantumWorks
Private Limited

Offer Letter

Ref:
Date: 10/10/2025
Candidate Name: PENDELA CHENCHU KOUSHIK
Candidate Address: S/O Kiran kumar, 21-2 10, old market bazar, vinukonda, Guntur
Andhra Pradesh, 522647

Dear **PENDELA CHENCHU KOUSHIK**,
It is our pleasure to welcome you to **QUANTUM WORKS PRIVATE LIMITED.**

- With reference to our discussions, we are pleased to offer you appointment in our Organization as **Software Developer**, operating out of our Hyderabad office.
- You will be on probation for a period of 6 months from the date of joining the Company during which you will be on training covering the complete process and projects or services, mandated by the customer of the Company. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the training mandated by the customer of the Company.
- Your "Annual Total Cash Compensation" will be **Rs.3,50,000 (Three Lakhs Fifty Thousand Rupees Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
- Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner what so ever.
- Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
- You are required to join on **13/10/2025** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
- On the date of joining, you are requested to report to HR at **11:00 AM** to complete the joining formalities at **Plot No 97, 3rd Floor Ayyappa Society Main Rd, Near CGR School, Sri Sai Nagar, Madhapur, Hyderabad - 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - C** and submit the copies of the same to the HR Team.

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QuantumWorks
Private Limited

Annexure A

Employee Name : **PENDELA CHENCHU KOUSHIK**

Location : **HYDERABAD**

Designation : **SOFTWARE DEVELOPER**

COST TO COMPNAY	PER MONTH (INR)	PER ANNUM (INR)
BASIC SALARY	10,000.00	1,20,000.00
HRA	7,000.00	84,000.00
TA	4,055.00	48,660.00
DA	4,055.00	48,660.00
CONVEYANCE ALLOWANCE	4,056.00	48,672.00
TOTAL	29,166.00	3,49,992.00
DEDUCTIONS		
EMPLOYEE'S CONTRIBUTION OF PF	1,200.00	14,400.00
EMPLOYER'S CONTRIBUTION OF PF	1,200.00	14,400.00
PROFESSIONAL TAX	200.00	2,400.00
TOTAL DEDUCTIONS	2,600.00	31,200.00
NET SALARY	26,566.00	3,18,792.00

Acceptance

Name:

Signature:

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21471A0546

28-Jul-2025

Dear Pogula Sai Sri Varsha,
B.Tech, Computer Science
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758211

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

Compensation and Benefits

Name: Pogula Sai Sri Varsha **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

21471A0547

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Bhagya Lakshmi Polimera**

Email ID : pbhagyalakshmi@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING C...
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

21A91A0548

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Venkata Sai Teja Ponnam
Bangalore

Dear Venkata Sai Teja,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, social securities contributions, etc.as per applicable laws and contractual terms, from time to time.

Clarivate™

Annexure I - Total Rewards (A + B + C + D)

Name : Venkata Sai Teja Ponnam
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	750,000

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay AIP Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of 8.00% of the Base Pay (Total Fixed Pay). The potential variable pay amount 60,000 (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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neebal
Technologies

NTHR/24-25/V653

Date:25th November 2024

To
Poojitha Bandi.

Dear Poojitha,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

Principal
HARAGADDEYA ENGINEERING COLLEGE
(AUTONOMOUS)

neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Poojitha Bandi	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

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28-Jul-2025

Dear Sankuru Sai Latha,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758206

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options [illegible] business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

cognizant

Compensation and Benefits

Name: Sankuru Sai Latha **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

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17-Jul-2025

Dear Sannithi Bhavani,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153048

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Sannithi Bhavani **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
	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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0097
June 24, 2025
Ms. Sameera Shaik

APPOINTMENT LETTER

Dear Sameera,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sameera Shaik		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A.)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B.)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
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NARASARAOPET - 522 601. Palnadu (Dist.), A.P.

21U71A0557

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Jul 29, 2025

Mr. Shaik Yalavarth Ijaz Ahamad
#401, Church Road Peddakambaluru,
Andhra Pradesh 522201

Dear Shaik,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP Private Limited ("ADP"/"Company"). Please find the offer details below:

Position:	Associate Functional Consultant
Grade:	G2L1
Start Date:	On or Before Aug 18, 2025
Compensation:	Total CTC of INR 600,015.00 (Six Lakh And Fifteen Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of 6 (six) months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy and your employment with the Company is terminable by serving a notice of 60 (sixty) days on either side. On successful completion of probation period, the notice period would be 90 (ninety) days on either side. Upon termination, whether during or after the probation period, ADP may elect to provide payment in lieu of notice. ADP reserves the right to terminate your employment with immediate effect on the basis of, but not limited to, non-adherence to ADP's Code of Conduct and Ethics and other related policies, non performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services can be transferred at the discretion of the Company and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

George Mathews
(Senior Director)

The Square Survey No. 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra - 411014.
Phone: +91 20 6757 5444

NAAC
NARASARAOPET ENGINEERING COLLEGE
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NARASARAOPET - 522601, Palnadu (Dist.), A.

Always Designing for People

ADP Private Limited
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Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Details of Compensation

Name: Shaik Yaliyarthi (a) Ahemad

Position: Associate Functional Consultant

Grade: G2L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	INR 22,320.00	INR 267,840.00
• House Rent Allowance	INR 9,644.00	INR 115,729.00
• Flexible Benefits**	INR 4,464.00	INR 53,568.00
B. Bonus (20% of Basic Salary Paid Monthly)	INR 4,464.00	INR 53,568.00
C. Standard Benefits		
• Provident Fund***	INR 2,678.00	INR 32,136.00
• Gratuity	INR 1,074.00	INR 12,888.00
Gross Compensation (A+B+C)	INR 44,644.00	INR 535,728.00

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
	INR 0.00	INR 64,287.00	INR 112,503.00
Total CTC (Gross + VPI)##	**INR 600,015.00**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** Provident Fund will be deducted as per the prevailing statutes*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI (refer clause no. 12 below) payout
Tax will be applicable as per prevailing tax slab and tax regulations in India

The Square Survey No: 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

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2147IA0559

PEPSICO

PRIVATE AND CONFIDENTIAL

March 24, 2025

Venkata Satya Vijaya Ganesh Singam
2-14, Gandhi Nagar, Nandyal, Andhra Pradesh 518502. India

Dear Venkata Satya Vijaya Ganesh Singam,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

IQAC

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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ANNEXURE A

Name of Candidate: Venkata Satya Vijaya Ganesh Singam
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs475,000.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	Sum of all components above	INR Rs509,241.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs556,741.00

IQAC

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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wipro

September 12, 2025

Dear **SIVANAGENDRA AKURATHI,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,168
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	Bonus (INR)
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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NARASARAOPET

2147 1A0561

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Letter of Intent (LOI)

Superset ID: 6476272

Date: November 11, 2025

Dear KANKANALA SRINIVASA KALYAN RAM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,968/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment

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21431A0563

17-Jul-2025

Dear Tanniru Harshitha,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153211

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

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Annexure A

Compensation and Benefits

Name: Tanniru Harshitha **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	6599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

2147A65B4

September 12, 2025

Dear **Thalapaneni Suma Durga**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Signed by : Thalapaneni Suma Durga
Date : 12.09.2025 07:03:42 IST

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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cognizant

Letter of Intent (LOI)

Superset ID: 6436520

Date: June 27, 2025

Dear Mahith Tumpala,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for GenC role, and your designation will be **Programmer Analyst Trainee** . Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement** ") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for 7 **calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calender days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



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(AUTONOMOUS)
NARASARAOPET-522601, Dist.

cognizant

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28-Jul-2025

Dear Vallepu Srinivas,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758225

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands:

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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Compensation and Benefits

Name: Vallepu Srinivas **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

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TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245698249/Hyderabad
Date: 28/03/2025

Ms. Sireesha Vemula
26-117/4, Subbaiah Thota,
Chilakaluripeta-522616,
Palnadu,
Andhra Pradesh.

Dear Sireesha Vemula,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

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TCSL/DT20245698249

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500
Tel:+91 40 6667 2000 Fax: 91 40 6667 2222 Website:
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET Annexure 1

Name	Sireesha Vemula
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 3222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicetline: 1800 209 3111 Email: careers@tcs.com

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nagarro

Date:17/02/2025

Tunuguntla Venkata Aravind,

Subject: Training Letter

Dear Tunuguntla,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro.**

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

nagarro

Name	Tunuguntla Venkata Aravind

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

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NARASARAOPET-522601, P...

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*Dear **Sandhya**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist., A.P.



Date: February 17, 2025
Ms. Sandhya Yadala

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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NARASARAOPET-522601



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee.**

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Sandhya Yadala**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications.
I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms.
I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dt.

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Neebal
Technologies

NTHR/24-25/V657

Date:25th November 2024

To
Likhith Prasanna Kumar Yallanti,

Dear Likhith Prasanna Kumar,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Likhith Prasanna Kumar Yallanti	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Abhishikth Dola
Bangalore

Dear Abhishikth,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies contributions, etc.as per applicable laws and contractual terms, from time to time.

Previously known as TRCPL Projects Private Limited
2nd Floor, Fleet House, Andheri Kurla Road,
Gamdevi, Marol Naka,
Andheri East, Mumbai 400 059
CIN: U74999MH2016FTC283853

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

Clarivate™

Annexure I - Total Rewards (A + B + C + D)

Name : Abhishikth Dola
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay AIP Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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cognizant

2147146572

17-Jul-2025

Dear Ainavolu Manvitha,
B Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153060

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Annexure A

Compensation and Benefits

Name: Ainavolu Manvitha **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

2147/A0573

28-Jul-2025

Dear Ambati Lakshmi Niharika,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758254

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu Dist., A.P.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sehgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

cognizant

Compensation and Benefits

Name: Ambati Lakshmi Niharika **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

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(AUTONOMOUS)

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0132
June 24, 2025
Ms. Keerthi Bethapudi

APPOINTMENT LETTER

Dear Keerthi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Keerthi Bethapudi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.)

21471A0576

movate™

Date: 17th March 2025

Dear Kolipaka Bhavana,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

Principal
VARAPRASADRAO'S ENGINEERING COLLEGE
(AUTONOMOUS)

movate

Annexure1				
Salary Working				
Name:	**Kolipaka Bhavana**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

cognizant

2142145577

17-Jul-2025

Dear Bolla Lakshmi Varsha,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 34826226

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed [illegible] (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Bolla Lakshmi Varsha **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21A41A0580

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IDFC FIRST Bank
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Sep 4th, 2025
JANAKI DEVI CHINNAM
Narasaraopet
chinnam.janakidevi123@gmail.com
Candidate ID: uv9936dt00iccgdaug8g9o1jrl
Subject: Letter of Appointment

Dear Chinnam Janaki,

Greetings from IDFC FIRST Bank. We extend our heartfelt congratulations!

We are delighted to extend to you this Letter of Appointment. IDFC FIRST Bank is a new age Universal Bank in India, and we welcome you to join us in building a world-class bank in India, which is guided by ethics, powered by technology, and is a force for social good.

We value your choice to join IDFC FIRST Bank. As mutually agreed, we are pleased to extend this "Letter of Appointment" to you as **Application Engineer** within **Information Technology** at IDFC FIRST Bank.

At IDFC FIRST Bank, we're revolutionizing banking and are committed to fulfilling our promises to our employees as outlined in our Employee Value Proposition, built on 5 key pillars –

Organization Purpose & Values	We are building a world-class bank. For us, ethics are always above business, we place Digital first, we are here for the long run, and we want to be a force for social good
Growth	Embark on an exciting growth journey with us that will fulfill your personal and professional aspirations.
Cutting Edge Technology	Work on next-gen technology to build market-leading, digital-first banking solutions. Be disruptive to create a lasting impact.
Culture	Be a part of the winning team. Experience a dynamic work culture that empowers you to innovate and create customer delight.
Quality of Leadership	Work with and learn from highly accomplished and transformational leaders. Be inspired. Inspire. Together, we can pave the way for a brighter future in banking.

Our brand promise is **#AlwaysYouFirst**, emphasizing our commitment to our customers. This guiding theme unites the entire organization, centering our efforts on delivering outstanding service, exceeding expectations, and prioritizing the needs of our customers. We aspire to collaboratively create the world's most customer-friendly bank together with your partnership.

Principal
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NARASARAOPET - 522 601, Palnadu (Dist.)

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IDFC FIRST Bank

ALWAYS YOU FIRST

We are committed to fostering an exceptional workplace that respects and appreciates people from diverse backgrounds, empowering all employees to reach their fullest potential. We believe that together, IDFC FIRST Bank and you will form a great team.

Sincerely,
For IDFC FIRST Bank Limited

Vishal Bhargava

Signed by Vishal Bhargava
Date: 2025.09.05 01:22:25

Vishal Bhargava
Head-Talent Acquisition

IDFC FIRST Bank Ltd. (CIN: ...)
Regd. Office: ...

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Annexure I: Salary Structure

Name	JANAKI DEVI CHINNAM
Designation	Application Engineer
Grade	MT1
Business Unit	New Age
Location	10603 - Chennai Tech Hub
Date of Joining	Sep 22nd, 2025

Compensation Details		
Components	**Per Annum (INR)**	**Per Month (INR)**
Basic	3,00,000	25,000
Work Allowance	3,00,000	25,000
Position Allowance	5,64,000	47,000
Annual Guaranteed Remuneration (AGR)	**11,64,000**	**97,000**
Employer's PF Contribution	36,000	3,000
Annual Total Remuneration (ATR)	**12,00,000**	**1,00,000**
Indicative Performance Pay	1,80,000	
Total Pay	**13,80,000**	
Benefits		
Gratuity**	14,420	-
Group Mediclaim, Term Life Insurance and Accident Insurance (Refer below in Annexure II, Insurance Benefits for details)***	46,190	-

**As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein*
***Gratuity will be applicable as per the defined statute. No upper cap on gratuity at IDFC FIRST Bank*
****Please note that the premium amount specified in this salary annexure is a notional figure based on the group of individuals covered under the policy.*

Monthly Net take Home (INR)	
Monthly Guaranteed Remuneration	97,000
Employee's contribution to Provident Fund	3,000
Professional Tax	200
Net take home before tax (INR)	**93,800**

Principal
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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

21471A0581

Offer: Computer Consultancy
Ref: TCSL/DT20245698730/Hyderabad
Date: 28/03/2025

Ms. Naga Revathi Dokku
8-26/1,Peteru Post,Repalle MandalYaadhav Pallem,
Near Ramalayam,
Peteru-522265,
Andhra Pradesh.
Tel# 91-9347592314

Dear Naga Revathi Dokku,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

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(AUTONOMOUS)
NARASARAOPET

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET

Annexure 1

Name	Naga Revathi Dokku
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

TCS Confidential
TCSL/DT20245698730

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No.1 Software Units Layout, Madhapur
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Site: www.tcs.com



21U71A0584

Dear ***Dhana Lakshmi,***

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P



Date: February 17, 2025

Ms. Dhana Lakshmi Duggireddy

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee.**

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Dhana Lakshmi Duggireddy**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications.
I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms.
I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

Principal

2147IAC585

Let's build a **World Class Bank**, right here in India.

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ALWAYS YOU FIRST

Sep 4th, 2025
DULLA TEJA CHARAN
Visakhapatnam
tejacharantc1234@gmail.com
Candidate ID: 5p0196oqvab1srmi75vtl44030
Subject: Letter of Appointment

Dear TEJA CHARAN,

Greetings from IDFC FIRST Bank. We extend our heartfelt congratulations!

We are delighted to extend to you this Letter of Appointment. IDFC FIRST Bank is a new age Universal Bank in India, and we welcome you to join us in building a world-class bank in India, which is guided by ethics, powered by technology, and is a force for social good.

We value your choice to join IDFC FIRST Bank. As mutually agreed, we are pleased to extend this "Letter of Appointment" to you as **Application Engineer** within **Information Technology** at IDFC FIRST Bank.

At IDFC FIRST Bank, we're revolutionizing banking and are committed to fulfilling our promises to our employees as outlined in our Employee Value Proposition, built on 5 key pillars –

Organization Purpose & Values	We are building a world-class bank. For us, ethics are always above business, we place Digital first, we are here for the long run, and we want to be a force for social good
Growth	Embark on an exciting growth journey with us that will fulfill your personal and professional aspirations.
Cutting Edge Technology	Work on next-gen technology to build market-leading, digital-first banking solutions. Be disruptive to create a lasting impact.
Culture	Be a part of the winning team. Experience a dynamic work culture that empowers you to innovate and create customer delight.
Quality of Leadership	Work with and learn from highly accomplished and transformational leaders. Be inspired. Inspire. Together, we can pave the way for a brighter future in banking.

Our brand promise is **#AlwaysYouFirst**, emphasizing our commitment to our customers. This guiding theme unites the entire organization, centering our efforts on delivering outstanding service, exceeding expectations, and prioritizing the needs of our customers. We aspire to collaboratively create the world's most customer-friendly bank together with your partnership.

Let's build a **World Class Bank**, right here in India.

IDFC FIRST Bank

ALWAYS YOU FIRST

We are committed to fostering an exceptional workplace that respects and appreciates people from diverse backgrounds, empowering all employees to reach their fullest potential. We believe that together, IDFC FIRST Bank and you will form a great team.

Sincerely,
For IDFC FIRST Bank Limited

Vishal Bhargava

Signed by Vishal Bhargava
Date: 2025.09.05 17:22:15

Vishal Bhargava
Head-Talent Acquisition

IDFC FIRST Bank Limited

Principal
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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu

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Annexure I: Salary Structure

Name	DULLA TEJA CHARAN
Designation	Application Engineer
Grade	MT1
Business Unit	New Age
Location	10603 - Chennai Tech Hub
Date of Joining	Sep 22nd, 2025

Compensation Details		
Components	**Per Annum (INR)**	**Per Month (INR)**
Basic	3,00,000	25,000
Work Allowance	3,00,000	25,000
Position Allowance	5,64,000	47,000
Annual Guaranteed Remuneration (AGR)	**11,64,000**	**97,000**
Employer's PF Contribution	36,000	3,000
Annual Total Remuneration (ATR)	**12,00,000**	**1,00,000**
Indicative Performance Pay	1,80,000	
Total Pay	**13,80,000**	
Benefits		
Gratuity**	14,430	-
Group Mediclaim, Term Life Insurance and Accident Insurance (Refer below in Annexure II, Insurance Benefits for details)***	46,190	-

As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein
**Gratuity will be applicable as per the defined statute. No upper cap on gratuity at IDFC FIRST Bank*
***Please note that the premium amount specified in the salary annexure is a notional figure based on the group of individuals covered under the policy.*

Monthly Net take Home (INR)	
Monthly Guaranteed Remuneration	97,000
Employee's contribution to Provident Fund	3,000
Professional Tax	200
Net take home before tax (INR)	**93,800**

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21N71A0587

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1233

Date: 10th February 2025

Name: **Dasari Jagadeesh**

Letter of Intent

Dear Dasari Jagadesh,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Dasari Jagadeesh

College: NEC - NRT

Signature

Date:

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21471A0588

September 12, 2025

Dear **Gude Chaitanya**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

<u>Pre-Skilling Hiring Guidelines:</u>

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Principal
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(AUTONOMOUS)

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu [illegible] A.P.

21A91A0591

JUSPAY

Offer cum Employment Agreement

11-03-2025

Dear **Kalyanam Jahnavi Sai Priya,**

Thank you for showing interest in working for our organization. Having successfully passed the interviews, we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as **"Product Solution Engineer"** and you will join us at our **Bangalore** office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The total CTC offered to you is **INR 11,00,000 (Eleven Lakh Rupees Only)**. Detailed break-up is available in the Agreement, and has been annexed as Annexure - 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any), in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up a position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 week from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 1 week from the date of this Offer, this Offer will be deemed cancelled and we are not obliged to hold the position open for you.

If you accept this Offer, you are required to join on **14-07-2025**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date, you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;
4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of Identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

Juspay Technologies Pvt Ltd
No. [illegible], Stallion Business Center, 28th Main, 6th Block, Singasandra, Bengaluru, Karnataka, India - 560095, Tel - +91- 080 - 40926607, Email ID : info@juspay.in, Website : www.juspay.in

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

JUSPAY

We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.

For Juspay Technologies Private Limited
M.Lalitha Sushrutha, Senior Manager - HR

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature -
Name
Place and Date -

Juspay Technologies Pvt Ltd
No. 444, Stallion Business Center 18th Main, 5th block, Koramangala, Bengaluru, Karnataka,
India-560095. Tel - +91- 080 - 40966660. Email ID : info@juspay.in. Website: www.juspay.in

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

JUSPAY

ANNEXURE - 1-A

SALARY COMPUTATION		
Part (A)	**Per Annum**	**Per Month**
Basic	400000	33333
House Rent allowance	160000	13333
Flexible Benefit Plan	199160	16597
Employer's contribution to PF	21600	**1800**
Gratuity	19240	**1603**
Total earnings (A)	800000	63263
Less: Deduction per month:		
Employees contribution to PF	21600	1800
Professional tax	2400	200
Tax deducted at source *		
Total Deduction (B)	**24000**	2000
Net take home (C = A-B)		**61263**
Part (D)		
Joining Bonus	100000	
Benefits	200000	
Total Part (D)	300000	
Total Compensation	1100000	

Notes**

1. Gratuity amount will be payable only after successful completion of 4 **years 180 days** based on the last drawn basic as per the Payment of Gratuity Act,1972.
2. For Mumbai-based employees, Professional Tax of Rs. 300 will be deducted for the month of February as per government regulations.
3. Benefits include :
   - Group medical health insurance for self and **dependent** family members
   - Daily 3 time meals, tea/coffee & snacks
   - Extra for Books and Software
   - Professional Development
4. Net take home amount includes the standard deduction of employee PF contribution & Professional tax.
5. IT deduction will solely be based on the investments declaration & tax regime opted as per the IT act.
6. Employees are eligible to select components from FBP, to avail further tax incentives.

Juspay Technologies Pvt Ltd
No.444, Stallion Business Center, 18th Main, 6th Block, Kenamangala, Bangalore, Karnataka,
India-560095, Tel - +91-080-40959650 , Email ID : info@juspay.in, Website: www.juspay.in

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

21A71A05592

cognizant

Letter of Intent (LOI)

Superset ID: 6468205

Date: November 11, 2025

Dear Kannoganti Navya,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment



Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

2143A05595

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1238

Date: 10th February 2025

Name: **Kasula Prathima**

Letter of Intent

Dear Kasula Prathima,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Kasula Prathima

College: NEC - NRT

Signature

Date:

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dt.)

21471A0596

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1242

Date: 10th February 2025

Name: **Katragadda Somanath**

Letter of Intent

Dear Katragadda Somanath,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Katregadda Somanath

College: NEC - NRT

Signature

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21A91A0597

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0135
June 24, 2025
Mr. Mahesh Kavali

APPOINTMENT LETTER

Dear Mahesh,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0068 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Mahesh Kavali		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0501

cognizant

Letter of Intent (LOI)

Superset ID: 6402948

Date: November 11, 2025

Dear THORLIKONDA ARJUN,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,986/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/PreLogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sehgal

Senior Vice President - Recruitment

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

BAJAJ CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

22475A0506

AT 2025 Batch

Date - 24 June 2025
College Name - **Narasaraopeta Engineering College**
Name - Pavan Sai Chintapalli
Mail ID - chintapallipavansai@gmail.com

Dear **Pavan Sai Chintapalli,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of Rs. **22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

BAJAJ CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

nagarro

22475A0509

Date:17/02/2025

Kodela Divya Prakash,

Subject: Training Letter

Dear Kodela,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000/-** per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

nagarro

Name	Kodela Divya Prakash

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	32,664	
Total Fixed Compensation (A+B)	423,000	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	450,000	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

224A5A0510

PEPSICO

PRIVATE AND CONFIDENTIAL

March 24, 2025

Ashok Porugandi
90-150-2/A, Islampet, Narasaraopet, Andhra Pradesh 522601 India

Dear Ashok Porugandi,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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ANNEXURE A

Name of Candidate: Ashok Porugandi
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	**Annual Guaranteed Cash**	**INR Rs475,000.00/Yr.**
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	**Sum of all components above**	**INR Rs509,241.00**
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	**Sum of PepsiCo Fixed Pay & Variable Pay**	**INR Rs556,741.00**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

2247501513

movate™

Date: 17th March 2025

Dear Siddela Vineeth,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Annexure1				
Salary Working				
Name:	**Siddela Vineeth**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0515

PEPSICO

PRIVATE AND CONFIDENTIAL

March 24, 2025

Mahishabi Syed
112/250/D, Bapuji Nagar, Eluru, Andhra Pradesh 534001 India

Mahishabi Syed,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

PEPSICO

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ANNEXURE A

Name of Candidate: Mahishabi Syed
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs475,000.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	Sum of all components above	INR Rs509,241.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs556,741.00

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

22475A0517

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0203
June 24, 2025
Mr. Pavan Dath Bachala

APPOINTMENT LETTER

Dear Pavan Dath,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 773/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Pavan Dath Bachala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

2 24T5A0518

nagarro

Date:17/02/2025

Vankayalapati Sunil,

Subject: Training Letter

Dear Vankayalapati,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Principal

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

NOAC

nagarro

Name	Vankayalapati Sunil

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu(Dist.), A.P

BAJAJ CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

22.497 5 A05 19

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Supriya Kota
Mail ID - supriyakota@gmail.com

Dear **Supriya Kota,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as an **Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession/ employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472651
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist. A.P.

22475A0521

movate

Date: 17th March 2025

Dear Dasappagari Sreenivas,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

IQAC

movate

Annexure1				
Salary Working				
Name:	**Dasappagari Sreenivas**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC		-	12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A05A0

movate™

Date: 17th March 2025

Dear Lingala Brahmaiah,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure1				
Salary Working				
Name:	**Lingala Brahmaiah**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21U71A05A2

Mu Sigma

Date: November 18, 2024

Dileep Kumar Modepalli
Candidate ID:C2024382
Narsaraopeta Engineering College

Dear Dileep Kumar,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036809

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245698927/Hyderabad
Date: 28/03/2025

Ms. Kavyanjali Munagala
3-6-3, Near Sivalayam, Pathuru,
Narasaraopet-522601,
Palnadu,
Andhra Pradesh.

Dear Kavyanjali Munagala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20245698927

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Peninsula Tech, No 1 Software Units Layout, Madhapur, Hyderabad 500 081
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 Career Services Line: 1800 209 3111 Email: careers@tcs.com

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Kavyanjali Munagala
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan Park, Plot 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 Servicelline: 1800 209 3111 Email: careers@tcs.com

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NARASARAOPET-522601, Palnadu (Dist.), A.P.

21A91A05A7

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Date: 17th March 2025

Dear Muthuluri Thirumala Devi,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Muthuluri Thirumala Devi**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

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17-Jul-2025

Dear Mahesh Babu Parchuri,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153054

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed internship (if offered to you).

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

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movate™

Date: 17th March 2025

Dear Lingala Brahmaiah,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

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TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure1				
Salary Working				
Name:	**Lingala Brahmaiah**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
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Total Variable Compensation**				**12,500**
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Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
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Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
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Group Term Life Insurance Cover (GTL)				1,500,000
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Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21U71A05A2

Mu Sigma

Date: November 18, 2024

Dileep Kumar Modepalli
Candidate ID:C2024382
Narsaraopeta Engineering College

Dear Dileep Kumar,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

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At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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Principal
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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21491A05A5

Offer: Computer Consultancy
Ref: TCSL/DT20245698927/Hyderabad
Date: 28/03/2025

Ms. Kavyanjali Munagala
3-6-3, Near Sivalayam, Pathuru,
Narasaraopet-522601,
Palnadu,
Andhra Pradesh.

Dear Kavyanjali Munagala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

Principal 1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Kavyanjali Munagala**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A91A05A7

movate™

Date: 17th March 2025

Dear Muthuluri Thirumala Devi,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure **1.**

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Principal
RASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
RASARAOPET - 522601, Palnadu (Dist.), A.P.

movate

Annexure1				
Salary Working				
Name:	**Muthuluri Thirumala Devi**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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Principal
PVP SIDDHARTHA ENGINEERING COLLEGE
(AUTONOMOUS)
VIJAYAWADA-PET - 522 601, Pallnadu (Dist.), A.P.

cognizant

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17-Jul-2025

Dear Mahesh Babu Parchuri,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153054

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands:

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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Principal
PEDDAPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Annexure A

Compensation and Benefits

Name: Mahesh Babu Parchuri **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

VELTA ENGINEERING COLLEGE

cognizant

21471A05B1

17-Jul-2025

Dear Pasupuleti Murali Priya,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153061

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET, Palnadu (Dist.), A.P.

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Pasupuleti Murali Priya **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

SARAGPETA ENGINEERING COLLEGE
(AUTONOMOUS)
SARAGPET - 522 601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0138
June 24, 2025
Mr. Udhay Kiran Polepalli

APPOINTMENT LETTER

Dear Udhay Kiran,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Udhay Kiran Polepalli		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A05B5

movate™

Date: 17th March 2025

Dear Poluri Rajasekhar,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda (Dist.), A.P.

IQAC

movate

Annexure1				
Salary Working				
Name:	**Poluri Rajasekhar**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

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cognizant

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17-Jul-2025

Dear Yalagala Rambabu,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153055

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship if applicable.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Yalagala Rambabu **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0719
June 24, 2025
Ms. Lakshmi Sri Harsha Ravi

APPOINTMENT LETTER

Dear Lakshmi Sri Harsha,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025**.
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Lakshmi Sri Harsha Ravi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

cognizant

21471A05B8

28-Jul-2025

Dear Seva Neelima,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758300

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu [Dist.], A.P.

cognizant

Compensation and Benefits

Name: Seva Neelima **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

cognizant

21471A05C0

28-Jul-2025

Dear Shaik Hafija,
B.Tech, Computer Science
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758208

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

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

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

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

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

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

Please note:

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

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

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

3. Training Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options will be allocated based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601 (A.P.)

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Shaik Hafija **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
MARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522601, Palnadu (Dist.) A.P.

21491A05C1

Offer: Computer Consultancy
Ref: TCSL/DT20245698364/Hyderabad
Date: 28/03/2025

Ms. Mubeena Shaik
5-41, Near NTR Statue,
East Bazar, Ravipadu,
Narasaraopet-522601,
Andhra Pradesh.

Dear Mubeena 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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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 Service line: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Mubeena Shaik
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TCS Confidential
TCSL/DT20245698364

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

21U7A05C3

movate

Date: 17th March 2025

Dear Shaik Najeer,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Shaik Najeer**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

IQAC

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21A31A0506

17-Jul-2025

Dear Shaik Zaheed Husain,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153063

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

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NARASARAOPET-522601, Palnadu (Dist.), A.P.

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Annexure A

Compensation and Benefits

Name: Shaik Zaheed Husain **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

2147105C9

movate™

Date: 17th March 2025

Dear Sunkari Kavya,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Sunkari Kavya**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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cognizant

2141A05D1

17-Jul-2025

Dear Syed Rizwana,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153049

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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NARASARAOPETA ENGINEERING COLLEGE
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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure A

Compensation and Benefits

Name: Syed Rizwana **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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21491A05D2

Let's build a **World Class Bank**, right here in India.

IDFC FIRST Bank
ALWAYS YOU FIRST

Sep 13th, 2025
TATA SUMANTH
Vijayawada
tatasumanth2003@gmail.com
Candidate ID: 68bea2849adc3b5225861f8f
Subject: Letter of Appointment

Dear Sumanth,

Greetings from IDFC FIRST Bank. We extend our heartfelt congratulations!

We are delighted to extend to you this Letter of Appointment. IDFC FIRST Bank is a new age Universal Bank in India, and we welcome you to join us in building a world-class bank in India, which is guided by ethics, powered by technology, and is a force for social good.

We value your choice to join IDFC FIRST Bank. As mutually agreed, we are pleased to extend this "Letter of Appointment" to you as **Application Engineer** within **Information Technology** at IDFC FIRST Bank.

At IDFC FIRST Bank, we're revolutionizing banking and are committed to fulfilling our promises to our employees as outlined in our Employee Value Proposition, built on 5 key pillars –

Organization Purpose & Values	We are building a world-class bank: For us, ethics are always above business, we place Digital first, we are here for the long run, and we want to be a force for social good
Growth	Embark on an exciting growth journey with us that will fulfill your personal and professional aspirations.
Cutting Edge Technology	Work on next-gen technology to build market-leading, digital-first banking solutions. Be disruptive to create a lasting impact.
Culture	Be a part of the winning team. Experience a dynamic work culture that empowers you to innovate and create customer delight.
Quality of Leadership	Work with and learn from highly accomplished and transformational leaders. Be inspired. Inspire. Together, we can pave the way for a brighter future in banking.

Our brand promise is **#AlwaysYouFirst**, emphasizing our commitment to our customers. This guiding theme unites the entire organization, centering our efforts on delivering outstanding service, exceeding expectations, and prioritizing the needs of our customers. We aspire to collaboratively create the world's most customer-friendly bank together with your partnership.

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IDFC FIRST Bank
ALWAYS YOU FIRST

We are committed to fostering an exceptional workplace that respects and appreciates people from diverse backgrounds, empowering all employees to reach their fullest potential. We believe that together, IDFC FIRST Bank and you will form a great team.

Sincerely,
For IDFC FIRST Bank Limited

Vishal Bhargava

Signed by Vishal Bhargava
Date: 2025.09.13 17:42:26

Vishal Bhargava
Head-Talent Acquisition

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Annexure I: Salary Structure

Name	TATA SUMANTH
Designation	Application Engineer
Grade	MT1
Business Unit	New Age
Location	10603 - Chennai Tech Hub
Date of Joining	Sep 22nd, 2025

Compensation Details		
Components	**Per Annum (INR)**	**Per Month (INR)**
Basic	3,00,000	25,000
Work Allowance	3,00,000	25,000
Position Allowance	5,64,000	47,000
Annual Guaranteed Remuneration (AGR)	**11,64,000**	**97,000**
Employer's PF Contribution	36,000	3,000
Annual Total Remuneration (ATR)	**12,00,000**	**1,00,000**
Indicative Performance Pay	1,80,000	
Total Pay	**13,80,000**	
Benefits		
Gratuity**	14,430	-
Group Mediclaim, Term Life Insurance and Accident Insurance (Refer below in Annexure II, Insurance Benefits for details)***	46,190	-

** As per the EPFO notification dated February 26, 2019 and basis the new PF rules, your PF will be as mentioned herein*
***Gratuity will be applicable as per the defined statute. No upper cap on gratuity at IDFC FIRST Bank*
****Please note that the premium amount specified in the salary annexure is a notional figure based on the group of individuals covered under the policy.*

Monthly Net take Home (INR)	
Monthly Guaranteed Remuneration	97,000
Employee's contribution to Provident Fund	3,000
Professional Tax	200
Net take home before tax (INR)	**93,800**

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cognizant

21471A05D3

28-Jul-2025

Dear Vankayala Teja Sri,
B.E. (Hons.), Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758188

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

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

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

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

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

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

Please note:

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

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

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

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3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
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(AUTONOMOUS)
Narasaraopet (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Vankayala Teja Sri **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

Principal
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(AUTONOMOUS)

- 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

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cognizant

Letter of Intent (LOI)

Superset ID: 6505564

Date: November 11, 2025

Dear VELCHURI BALA HARSHITHA,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,966/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct - You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment



IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

21A91A0537

movate™

Date: 17th March 2025

Dear Laghumavarapu Venkata Pavan Kumar,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

movate

Annexure1				
Salary Working				
Name:	**Laghumavarapu Venkata Pavan Kumar**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034
Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dt.) A.P.

cognizant

21471A05D8

28-Jul-2025

Dear Akkapalli Venkayamma,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758262

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

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

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

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

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

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

Please note:

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

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

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

3. Training Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

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(AUTONOMOUS)
Dist.,A.P.

cognizant

Compensation and Benefits

Name: Akkapalli Venkayamma **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
	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

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NARASARAOPET-522 601 Palnadu Dist. A.P.

cognizant

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17-Jul-2025

Dear Sowmya Yendluri,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153066

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

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Annexure A

Compensation and Benefits

Name: Sowmya Yendluri **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

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28-Jul-2025

Dear Vema Janshi Lakshmi Siva Nishitha,
B Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758194

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options [illegible] business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Vema Janshi Lakshmi Siva Nishitha **Designation:** Programmer Analyst Trainee

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

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

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

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- 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 [illegible] adoption leave and paternity

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A05E3

Mu Sigma

Date: November 18, 2024

Ramu Avula
Candidate ID:C2024385
Narsaraopeta Engineering College

Dear Ramu,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited
Registered Office: Advisor Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

2147A05E4

movate™

Date: 17th March 2025

Dear Talari Babu,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Talari Babu**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

cognizant

2147/A05ES

28-Jul-2025

Dear Bogyam Indu,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758190

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

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

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

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

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

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

Please note:

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

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

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

3. Training Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522 601, Palnadu (Dist.), A.P.

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Bogyam Indu **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

NARASARAOPETA ENGINEERING COLLEGE

2142 1A05E7

October 09, 2025

Dear **Divvela Chandu Venkateswara Guptha,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head | NextGen Talent
Wipro Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Signed by : Divvela Chandu Venkateswara Guptha
Date : 09.10.2025 14:51:36 IST

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dt.), A.P.

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movate™

Date: 17th March 2025

Dear Gade Salini,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Gade Salini**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0157
June 24, 2025
Mr. Jashuva Gangavarapu

APPOINTMENT LETTER

Dear Jashuva,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Srikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Jashuva Gangavarapu		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A71A05F4

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0143
June 24, 2025
Ms. Sony Gudipudi

APPOINTMENT LETTER

Dear Sony,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sony Gudipudi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21491A05F5

Mu Sigma

Date: November 18, 2024

Anuradha Guntakala
Candidate ID:C2024387
Narsaraopeta Engineering College

Dear Anuradha,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited
Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

2147IA05F6

17-Jul-2025

Dear Gurazala Chaitanya Nanda Mohan,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153059

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Gurazala Chaitanya Nanda Mohan **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522 601, Palnadu (Dist.) A.P.

21471A05F8

nagarro

Date:17/02/2025

Jammigumpula Lakshmi Narayana,

Subject: Training Letter

Dear Jammigumpula,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

IQAC

Nagarro Software Pvt. Ltd (CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India (+91 [illegible] (Tel), (cont email)
info.in@nagarro.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

nagarro

Name	Jammigumpula Lakshmi Narayana

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	

Note:

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

IQAC
Principal
VISVODAYA ENGINEERING COLLEGE
(AUTONOMOUS)
KAVALI-524201, Tirupati (Dist.), A.P.

8147A05GD

September 12, 2025

Dear **JUPALLI RAJESH,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Signed by : JUPALLI RAJESH
Date : 12.09.2025 08:06:53 IST

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible], A.P.

2147IA0564

nagarro

Date:17/02/2025

Kasthala Haggayi,

Subject: Training Letter

Dear Kasthala,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com email:
info.in@nagarro.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

HQAC

nagarro

Name	Kasthala Haggayi

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	

Note:

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

Principal
ANAKAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
SARAOPET - 522601, Palnadu (Dist.), A.P.

IQAC

cognizant

2141A0565

17-Jul-2025

Dear Katari Venkata Siva Rama Krishna,
B.Tech (Hons.), Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153047

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522 601, Palnadu (Dist.), A.P.

cognizant

4. Training - Post Joining Cognizant

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NAGARJUNA ENGINEERING COLLEGE
(AUTONOMOUS)
NAGARJUNA NAGAR - 522601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Katari Venkata Siva Rama Krishna **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

cognizant

2(H3)A05647

17-Jul-2025

Dear Konakalla Sai Surya Pavan Kumar,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 33271547

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Konakalla Sai Surya Pavan Kumar **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
PRASADAMPOTA SUBBARAMAIAH SIDDHARTHA COLLEGE
(AUTONOMOUS)
VIJAYAWADA-520 001, Krishna (Dist.), A.P.

21A71A05G9

Mu Sigma

Date: November 18, 2024

Abhinaya Kongara
Candidate ID:C2024391
Narsaraopeta Engineering College

Dear Abhinaya,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal

Mu Sigma Business Solutions Private Limited
Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka, KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21A91A05H0

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0146
June 24, 2025
Mr. Chandra Sekhar Kota

APPOINTMENT LETTER

Dear Chandra Sekhar,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. * HYDERABAD *

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
PRAGOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Chandra Sekhar Kota		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

2143(A05H1

17-Jul-2025

Dear Kothamasu Thrylokya,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153046

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
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e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Kothamasu Thrylokya **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

cognizant

21471A05H2

28-Jul-2025

Dear Kotte Chandrika,
B.Tech, Computer Science
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758265

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

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

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

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

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Please note:

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

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3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
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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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Kotte Chandrika **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
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- Round the Clock Group Personal Accident Insurance coverage
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- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

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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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

21471A05H3

28-Jul-2025

Dear Kovvuri Gangothri,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37025165

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

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

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

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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. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options will be offered based on business demands.

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(AUTONOMOUS)
NARASARAOPET

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
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Compensation and Benefits

Name: Kovvuri Gangothri **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

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cognizant

21471A05546

17-Jul-2025

Dear Manepalli Yuva Sravani,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153045

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu Dist.

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Annexure A

Compensation and Benefits

Name: Manepalli Yuva Sravani **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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21L471A05H9

wipro

October 09, 2025

Dear **Mata Ajay Kiran**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

1. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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(AUTONOMOUS)

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Signed by : Mata Ajay Kiran
Date : 09.10.2025 14:35:55 IST

IQAC

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2147IA0513

Offer: Computer Consultancy
Ref: TCSL/DT20245698796/Hyderabad
Date: 28/03/2025

Ms. Nagalakshmi Naladummi
11-15-75/22A, 8th Ward, Indira Nagar,
Near Opean Theater School,
Repalle-522265,
Andhra Pradesh.

Dear Nagalakshmi Naladummi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20245698796

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081
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 Service Line: 1800 209 3111 Email: careers@tcs.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Nagalakshmi Naladummi
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

Principal

TCS Confidential
TCSL/DT20245698796

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, (Sy.) Software Units Layout, Madhapur, Hyderabad - 500 081
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 Servicedesk: 1800 209 3111 Email: careers@tcs.com

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet - 522601, Palnadu (Dist.), A.P.

2147105317

cognizant

Letter of Intent (LOI)

Superset ID: 6474639

Date: November 11, 2025

Dear Ponnaganti Saiganesh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,968/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. **Please** note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

21A91A05I9

nagarro

Date:17/02/2025

Pulivarthi Priyanka,

Subject: Training Letter

Dear Pulivarthi,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India (Corporate Secretariat)
info.in@nagarro.com

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

nagarro

Name	Pulivarthi Priyanka

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

IQAC

Principal
VARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21471A05I9

nagarro

Date:17/02/2025

Pulivarthi Priyanka,

Subject: Training Letter

Dear Pulivarthi,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000/-** per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Principal
HARASARAOPETA ENGINEERING COLLEGE

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector 18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com
info.in@nagarro.com

IQAC

nagarro

Name	Pulivarthi Priyanka

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21U71A05J0

nagarro

Date:17/02/2025

Putluri Jagadeeswara Reddy,

Subject: Training Letter

Dear Putluri,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18, Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com email
info.in@nagarro.com

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

nagarro

Name	Putluri Jagadeeswara Reddy

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Chaitanya Santosh Murari Ranga,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Chaitanya Santosh Murari Ranga,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Towers,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Date: 21 October, 2024

Najma Shaik,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Najma Shaik,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

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Year 1		
Designation	**Software Developer - I**	
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Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0149
June 24, 2025
Mr. Siddhardha Reddy Kunduru

APPOINTMENT LETTER

Dear Siddhardha Reddy ,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Siddhardha Reddy Kunduru		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

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21A91A0537

September 12, 2025

Dear **Bijjala Sirisha**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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NARASARAOPET - 522601, Palnadu (Dist.), A.P

Signed by : Bijjala Sirisha
Date : 12.09.2025 04:56:32 IST

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cognizant

21471A0589

28-Jul-2025

Dear Sure Venkata Jhansi Lakshmi,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758295

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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Compensation and Benefits

Name: Sure Venkata Jhansi Lakshmi **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

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cognizant

Letter of Intent (LOI)

Superset ID: 6473438

Date: November 11, 2025

Dear Tadala Manideep,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. **Please note** that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment



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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible] 522 601 [illegible]

21471A05K2

Date:11/14/2025

Private and Confidential

Tanniru Akhila,

Hyderabad

Employment Offer Letter

Dear Akhila,

We are pleased to offer you employment opportunity, with Agiliad Technologies Private Limited (hereinafter referred to as "Company" or "Agiliad") commencing on or before **11/17/2025** (or such other date as may be communicated to you by the Company), as per details given below:

A. Your current designation will be **Engineer (SW)**

B. You will be required to work at the Company's offices in **Bangalore**

The terms and conditions of employment are as follows:

1. Compensation

Your total annual compensation inclusive of all benefits (statutory and otherwise) and performance based variable pay (applicable if any) will be **₹500,000.00(Rupees Five Lakh only)**.Your compensation will be subject to deduction of tax at source in accordance with the statute. The details of your compensation are in the annexure (Annexure C) to this letter. Please note that variable pay is a privilege and not a right. Your compensation and benefits may be amended at the sole discretion of the Company..

2. Benefits

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

2.1. Annual Leave/Public Holidays – You will be eligible for 12 days of Planned Leave and 9 days Casual Leaves in a calendar year. Employees joining during a calendar year are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the calendar year. Apart from the above leave type, the company observes 10 National Holiday/Festival leaves per year.

2.2. Group Mediclaim Insurance - In accordance with the Company's policy, you, and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company.

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

3. Probation

3.1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration

3.2. After the completion of your probation period, and if your performance is found to be satisfactory, the Company shall confirm your employment by way of a written communication, Your probation shall be deemed extended for a period of 30 days if you do not receive the aforesaid written communication from the Company.

4. Working Norms

4.1. As part of your duties, you may be required to travel outside the Company's premises. During your employment with the Company, you may also be transferred or deputed to any of the offices or locations of the Company or its affiliates/customers or subsidiaries or group companies in India or abroad on the same or similar terms and conditions of employment. Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer /deputation/assignment/relocation you will be governed by the relocation policies and policies of the company existing at that time. Consequent to such transfer/deputation/assignment/ relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays)

4.2. During your employment with the Company, to meet the exigencies of business, the Company expects you to be flexible to work on any project/technology and working hours.

4.3. The Company currently operates on a five-day work week (Monday to Friday).

5. Increment in Grade

Your salary will be reviewed annually based on the performance management norms of the Company and your performance in a given assessment period and on such effective date as applicable to employees in your category Your salary necessarily be increased, and you agree that it is paid in satisfaction of all services rendered by you under this will not contract of employment. However, to be eligible for being considered for any salary revision as as per above you are required to work at least for six complete months from the date of your joining for a payment on a pro-rata basis, failing which the revision shall be considered in the following year, considering the full period, since the date of joining.

6. Protection of Interest

If you conceive or make any new or advanced methods of improving designing/processes/ systems or all Improvements in relation to the operations of the Company, such developments shall be fully and immediately communicated to the Company and shall be and remain the sole and exclusive right/property of the Company in perpetuity. If required by the Company, you shall execute separate documents or agreements in relation to such matters, conferring such rights on the Company. The salary payable to you hereunder is adequate compensation for such assignment, and hence, you shall not be entitled to any additional payment in this regard.

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17.7. Your background verification check (including academics, and professional Degree/Diploma and certifications previous employment(s), criminal background etc. as applicable) conducted by the company is cleared.

17.8. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation which you have not disclosed from the Company prior to your joining.

17.9. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be nonviable.

17.10. You have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you. You have accepted these terms and conditions of your own free will, and without relying upon any statements made by the Company or any of its representatives, agents or employees, and you have all requisite power and authority and do not require the consent of any third party to accept our offer.

Please confirm that the above terms and conditions are acceptable to you and that you accept this Employment Offer Letter by signing this in duplicate.

Yours sincerely,

For Agiliad Technologies Private Limited,

Praveen Zore

(Senior Director - Human Resources)

On signing and acceptance of this Employment Offer Letter, you have consented to the Company processing, both electronically and manually any appropriate data it may gather during the course of your employment. This may include sensitive personal data, such as medical information, etc.

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(AUTONOMOUS)
522601, Palnadu

Annexure C

(Salary Structure)

AGILIAD TECHNOLOGIES PRIVATE LIMITED

NAME : Tanniru Akhila
JOB TITLE : Engineer (SW)
DATE OF JOINING : 11/17/2025

Fixed Components (In Rs.)	
Basic Salary	₹180,000.00
House Rent Allowance	₹72,000.00
Leave Travel Allowance	₹15,000.00
Child Education Allowance	₹2,400.00
Employee Gift Allowance	₹5,004.00
Food Allowance	₹26,400.00
Company PF(Employers contribution)	₹21,600.00
Statutory Bonus	₹14,994.00
Other Allowance	₹150,944.00
(A) Total Annual Fixed Pay	**₹488,342.00**
Other Benefits (In Rs.)	
Gratuity (As Per Gratuity Act)	₹8,658.00
Medical & Accident Insurance Premium	₹3,000.00
(B) Total Other Benefits	**₹11,658.00**
Total Cost to Company (CTC) [A+B]	₹500,000.00

- Your compensation details are personal and strictly confidential. The details must not be shared with any person other than your reporting manager and HR.
- Medical Insurance Coverage of 5 Lakhs for employee, spouse and two children
- Accident Insurance Coverage of 15 Lakhs for employee

Confidential

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JUSPAY

Offer cum Employment Agreement

05-03-2025

Dear **Bhuvanesh Thotakura,**

Thank you for showing interest in working for our organization. Having successfully passed the interviews, we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as **"Product Solution Engineer"** and you will join us at our **Bangalore** office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The total CTC offered to you is **INR 11,00,000 (Eleven Lakh Rupees Only)**. Detailed break-up is available in the Agreement, and has been annexed as Annexure - 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any), in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up a position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 week from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 1 week from the date of this Offer, this Offer will be deemed cancelled and we are not obliged to hold the position open for you.

If you accept this Offer, you are required to join on **14-07-2025.** It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date, you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;
4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

IQAC

Juspay Technologies Pvt Ltd
No. 444, Stallion Business Center, 1st Main, [illegible], Bengaluru, Karnataka,
India-560095, Tel: +91-[illegible]; Email ID: info@juspay.in, Website: www.juspay.in

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(AUTONOMOUS)

JUSPAY

We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.

For Juspay Technologies Private Limited
M.Lalitha Sushrutha, Senior Manager - HR

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature -
Name
Place and Date -

Juspay Technologies Pvt Ltd
No.144-1, Stallion Business Center, 18th Main, 5th Block, Koramangala, Bengaluru, Karnataka,
India 560095, Tel - +91-080 - 40959960 , Email ID : info@juspay.in, Website : www.juspay.in

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(AUTONOMOUS)
ARASARAOPET - 522 601, Palnadu (Dist.), A.P

JUSPAY

ANNEXURE - 1-A

SALARY COMPUTATION		
Part (A)	**Per Annum**	**Per Month**
Basic	400000	33333
House Rent allowance	160000	13333
Flexible Benefit Plan	199160	16597
Employer's contribution to PF	21600	1800
Gratuity	19240	1603
Total earnings (A)	800000	63263
Less: Deduction per month:		
Employees contribution to PF	21600	1800
Professional tax	2400	200
Tax deducted at source *		
Total Deduction (B)	**24000**	2000
Net take home (C = A-B)		61263
Part (D)		
Joining Bonus	100000	
Benefits	200000	
Total Part (D)	300000	
Total Compensation	1100000	

Notes**

1. Gratuity amount will be payable only after successful completion of **4 years 180 days** based on the last drawn basic as per the Payment of Gratuity Act,1972.
2. For Mumbai-based employees, Professional Tax of Rs. 300 will be deducted for the month of February as per government regulations.
3. Benefits include :
   - Group medical health insurance for self and dependent family members
   - Daily 3 time meals, tea/coffee & snacks
   - Extra for Books and Software
   - Professional Development
4. Net take home amount includes the standard deduction of employee PF contribution & Professional tax.
5. IT deduction will solely be based on the investments declaration & tax regime opted as per the IT act.
6. Employees are eligible to select components from FBP, to avail further tax incentives.

Juspay Technologies Pvt Ltd
444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka,
560095, Tel: +91-080-40959660, Email: info@juspay.in, Website: www.juspay.in

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0193
June 24, 2025
Ms. Vineesha Thummalapenta

APPOINTMENT LETTER

Dear Vineesha ,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Vineesha Thummalapenta		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1: (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2: (A+B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3: (A+B+C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

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522 601, Palnadu (Dist.) A.P.

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Sri Harsha Vardhan Reddy Vanipenta,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Sri Harsha Vardhan Reddy Vanipenta,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, G2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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28-Jul-2025

Dear Yaram Keerthi,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758219

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Compensation and Benefits

Name: Yaram Keerthi **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
	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

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Letter of Intent (LOI)

Superset ID: 6472482

Date: November 11, 2025

Dear Narendra Yenuganti,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC role**, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI)
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment



Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

2147105LO

HCLTech

hcltech.com

Offer Release Date: December 9, 2025

Dear THUMU TEJASWINI,
'Mahalaxmi Nagar 13th line,Narasaraopet,
'Mahalaxmi Nagar 13th line,Narasaraopet, Narasaraopet,
Andhra Pradesh, India, 522601
Document ID - 81a1ed1e-a16f-4c30-9e67-79e55ba17fff

Subject: Welcome to HCLTech – Your Journey Begins Here!

Dear THUMU TEJASWINI,

Congratulations and welcome to the HCLTech family!

We are happy to welcome you at **HCL Technologies Limited** as a **Graduate engineer Trainee** in **Band E1.1**

Your joining date is scheduled for **January 7, 2026**, subject to the successful completion of all pre-joining process. We're here to support you every step of the way as you prepare for this exciting new chapter.

Your annual compensation will be **INR 3.25 lakh** including allowances and statutory benefits. This compensation will be applicable to you after successful completion of the in-person training of up to 13 weeks and HCLTech Skill Assessment and detailed structure shall be provided accordingly. During the training period you will be designated as **Trainee** and paid a monthly stipend of INR **16,000/-**, it may be subjected to deduction of tax, if any. The applicable statutory benefits will be provided accordingly.

Please refer to **Annexure I** for further details and ensure that you submit all required documents listed in **Annexure II** before your joining date. This is essential for the validation of your appointment.

We encourage you to review the terms, conditions and annexures carefully, **Annexure III** provides details on the various compensation components and selected benefits that we will offer you as a part of the HCLTech family. **Annexure IV** describes your general obligation towards the Company.

To confirm your acceptance, kindly respond within **3 days** of receiving this email. If you are unable to join on the specified date, please inform us at the earliest, as the offer will otherwise stand withdrawn.

Once again, congratulations! We are thrilled to welcome you to HCLTech and can't wait to see the incredible things you'll accomplish with us.

Yours truly,
For HCL Technologies Limited

Authorized Signatory

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA- 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

HCLTech

hcltech.com

Debasis Sarkar
Executive Vice President, Head-Global Rewards

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6125 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21A91A05L1

cognizant

Letter of Intent (LOI)

Date: December 26, 2025

Dear Shaik Abdul Jani,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Engineering Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment offer Letter.

3. Upon joining as full-time employee, your annual total remuneration (ATR) shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct: You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment



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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist. A.P.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda (Post), A.P.

21A71A05L2

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Always Designing for People™

Jul 29, 2025

Mr. Adapala Vishnu Kumar
#13-2-127/A, Revenue Quarters, Nandyal,
Nandyal Andhra Pradesh 518501

Dear Adapala,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP Private Limited ("ADP"/"Company"). Please find the offer details below:

Position:	Associate Functional Consultant
Grade:	G2L1
Start Date:	On or Before Aug 18, 2025
Compensation:	Total CTC of INR 600,015.00 (Six Lakh And Fifteen Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of 6 (six) months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy and your employment with the Company is terminable by serving a notice of 60 (sixty) days on either side. On successful completion of probation period, the notice period would be 90 (ninety) days on either side. Upon termination, whether during or after the probation period, ADP may elect to provide payment in lieu of notice. ADP reserves the right to terminate your employment with immediate effect on the basis of, but not limited to, non-adherence to ADP's Code of Conduct and Ethics and other related policies, non performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services can be transferred at the discretion of the Company and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

George Mathews
(Senior Director)

The Square Survey No. 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra, 411014
Phone: +91 20 6757 5444

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(AUTONOMOUS)

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ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Details of Compensation

Name: Adapala Vishnu Kumar

Position: Associate Functional Consultant

Grade: G2L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	INR 22,320.00	INR 267,840.00
• House Rent Allowance	INR 9,644.00	INR 115,728.00
• Flexible Benefits**	INR 4,464.00	INR 53,568.00
B. Bonus (20% of Basic Salary Paid Monthly)	INR 4,464.00	INR 53,568.00
C. Standard Benefits		
• Provident Fund***	INR 2,678.00	INR 32,136.00
• Gratuity	INR 1,074.00	INR 12,888.00
Gross Compensation (A+B+C)	INR 44,644.00	INR 535,728.00

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
	INR 0.00	INR 64,287.00	INR 112,503.00
Total CTC (Gross + VPI)##	**INR 600,015.00**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** Provident Fund will be deducted as per the prevailing statutes*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI (refer clause no. 12 below) payout
Tax will be applicable as per prevailing tax slab and tax regulations in India

The Square Survey No: 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgoanshery,
Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

21471A0544

Dhruvsoft Services Private Limited
A3, G2 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Ranga Lakshmi Annapureddy,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Ranga Lakshmi Annapureddy,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	22,616	2,85,788
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	3,268	39,212
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	1,500	18,000
Net Take Home (A-C)	21,116	2,67,788
Total CTC (per annum)	25,883	3,25,000

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Date: 21 October, 2024

Naga Vishnu Beerala,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Naga Vishnu Beerala,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
HiTec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
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Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)
Kesanupalli (Dist.) A.P.

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17-Jul-2025

Dear Bellamkonda Nanda Krishna,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 33306009

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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(AUTONOMOUS)

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

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(AUTONOMOUS)
SARAOPET - 522 601, Palnadu Dist.) A.P.

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Annexure A

Compensation and Benefits

Name: Bellamkonda Nanda Krishna **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1229

Date: 10th February 2025

Name: Chelli Prasanth

Letter of Intent

Dear Chelli Prasanth,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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(AUTONOMOUS)

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Chelli Prasanth

College: NEC - NRT

Signature

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dt.), A.P.

2147 IAC5M2

September 12, 2025

Dear **CHENNUPATI JYOTHIKA,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nge.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Signed by : CHENNUPATI JYOTHIKA
Date : 12.09.2025 09:13:24 IST

Principal
SARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522 601, Palnadu (Dist.) A.P.

21U71A05M3

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0205
June 24, 2025
Ms. Rama Durga Bhavani Devarasetty

APPOINTMENT LETTER

Dear Rama Durga Bhavani,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE- A			
NAME	Rama Durga Bhavani Devarasetty		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dt.), A.P.

21471A05774

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Narendra Gandikota**

Email ID : narendragandikota@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

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(AUTONOMOUS)

21471A05M5

cognizant

Letter of Intent (LOI)

Superset ID: 6446153

Date: June 27, 2025

Dear Gorige Venkatesh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee** . Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement** ") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

21471A05M7

28-Jul-2025

Dear Shaik Inthiyaz,
B.Tech, Computer Science
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758241

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
SAINTGITS COLLEGE OF ENGINEERING
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Shaik Inthiyaz **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

21471A05NO

28-Jul-2025

Dear Kata Ramya,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758353

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options may be followed based on business demands.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Compensation and Benefits

Name: Kata Ramya **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
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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

Principal

21A71A0501

October 09, 2025

Dear **Kode Venkata Naveen**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

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House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
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Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	Bonus (INR)
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

i. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

IQAC

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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Principal
NARASARAOPETA ENGINEERING COLLEGE

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Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET

Signed by : Kode Venkata Naveen
Date : 09.10.2025 16:12:13 IST

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Principal
NARASARAOPETA ENGINEERING COLLEGE

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
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Neebal
Technologies

NTHR/24-25/V697

Date:25th November 2024

To
Mabhu Subhani Kolumula,

Dear Mabhu Subhani Kolumula,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Mabhu Subhani Kolumula	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR	Per Annum (INR
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Venkatesh Kurra**

Email ID : kurravenkatesh@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel. +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0197
June 24, 2025
Mr. Rishik Mouli Mallavarapu

APPOINTMENT LETTER

Dear Rishik Mouli ,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary Information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Rishik Mouli Mallavarapu		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
SIR C.R.REDDY COLLEGE OF ENGINEERING
ELURU

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17-Jul-2025

Dear Venkata Sai Mothadika,
B.Tech, Computer Science
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153069

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Venkata Sai Mothadika **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Mokshagna Muvva**

Email ID : mmokshagna@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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2147 1A0500 (zero)

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Venu Velpula,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Venu Velpula,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2
Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)

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cognizant

01-Aug-2025

Dear Pamidimarri Nikhitha,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37493154

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 - GN.**

You are entitled to an Annual Total Remuneration (ATR) of **INR 675,948/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

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

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

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **70%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed internship (if offered to you).

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be

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onboarded and continue the training plan. In the event of unsatisfactory performance during the training, Cognizant reserves rights at its sole discretion to revoke this FTE offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation towards projects/roles. In the event of unsatisfactory performance during the training, Cognizant reserves rights at its sole discretion to revoke this FTE offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to the project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

Annexure A

Compensation and Benefits

Name: Pamidimarri Nikhitha **Designation:** Programmer Analyst - GN

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA	11100	133,200
3	Conveyance Allowance	5000	60,000
4	Company's contribution of PF #	2220	26,640
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	14009	168,108
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

2147IA0502

cognizant

Letter of Intent (LOI)

Superset ID: 6497528

Date: November 11, 2025

Dear PENTYALA TANUJA,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Atul Sahgal

Senior Vice President - Recruitment



Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

21A91A0503

17-Jul-2025

Dear Peteti Ujwala Devi,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153064

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

Annexure A

Compensation and Benefits

Name: Peleti Ujwala Devi **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

21471A0504

17-Jul-2025

Dear Pondugula Venkata Naga Hemantha Lakshmi,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 33647468

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

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

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

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

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

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

Please note:

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

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

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

4. Training - Post Joining Cognizant:

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b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

Annexure A

Compensation and Benefits

Name: Pondugula Venkata Naga Hemantha Lakshmi **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21A71A0506.

HCLTech

hcltech.com

Offer Release Date: Jan 03, 2026

Puli Sai Lokesh Reddy
6-365 Prakash Nagar Guntur Narasaraopet Andhra Pradesh 522601

Sub: Offer & Appointment letter

Dear Puli Sai Lokesh Reddy,

Congratulations! with reference to the interviews conducted by **HCL Technologies Limited**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in band **E1**.

You are requested to join us on **Jan 09, 2026**.Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.
We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to your being flexible towards your placement in HCLTech. 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 4,25,000** per annum. This compensation will be applicable to you after successful completion of the in-person training of up to **13 weeks** and HCLTech Skill Assessment and detailed structure shall be provided accordingly. During the training period you will be designated as **Trainee** and paid a monthly stipend of **INR 16,000**, it may be subjected to deduction of tax, if any. The applicable statutory benefits will be provided accordingly.

You will be on probation for a period of **12 months** from the date of your joining. Your employment will be deemed as confirmed once you complete the **12 months** unless notified in writing. The general terms and conditions governing your employment are outlined in **Annexure I**.

HCL Technologies Ltd.

Corporate Identity Number

Registered Office:

Principal
NARASARAOPETA ENGINEERING COLLEGE

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You would be required to furnish digital copies of the documents and other listed information in **Annexure II**, before your joining date. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

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

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

You are requested to accept the offer within **03 days**, failing which the offer will stand null and void.

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

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Limited

Debasis Sarkar

Executive Vice President, Head-Global Rewards

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21471A0507

HCLTech

hcltech.com

Offer Release Date: December 9, 2025

Dear RAJA NANDINI,
Dno **8-12-34,** **Kondalraopeta,**
Narasaraopeta, Narasaraopet,
Andhra Pradesh, India, 522601
Document ID - d2efe3ee-5741-48bf-8872-eea0cebe7259

Subject: Welcome to HCLTech – Your Journey Begins Here!

Dear RAJA NANDINI,

Congratulations and welcome to the HCLTech family!

We are happy to welcome you at **HCL Technologies Limited** as a **Graduate engineer Trainee** in **Band E1.1**

Your joining date is scheduled for **January 7, 2026**, subject to the successful completion of all pre-joining process. We're here to support you every step of the way as you prepare for this exciting new chapter.

Your annual compensation will be **INR 3.25 lakh** including allowances and statutory benefits. This compensation will be applicable to you after successful completion of the in-person training of up to 13 weeks and HCLTech Skill Assessment and detailed structure shall be provided accordingly. During the training period you will be designated as **Trainee** and paid a monthly stipend of INR **16,000/-**, it may be subjected to deduction of tax, if any. The applicable statutory benefits will be provided accordingly.

Please refer to **Annexure I** for further details and ensure that you submit all required documents listed in **Annexure II** before your joining date. This is essential for the validation of your appointment.

We encourage you to review the terms, conditions and annexures carefully, **Annexure III** provides details on the various compensation components and selected benefits that we will offer you as a part of the HCLTech family. **Annexure IV** describes your general obligation towards the Company.

To confirm your acceptance, kindly respond within **3 days** of receiving this email. If you are unable to join on the specified date, please inform us at the earliest, as the offer will otherwise stand withdrawn.

Once again, congratulations! We are thrilled to welcome you to HCLTech and can't wait to see the incredible things you'll accomplish with us.

Yours truly,
For HCL Technologies Limited

Authorized Signatory

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4560330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

HCLTech

hcltech.com

Debasis Sarkar
Executive Vice President, Head-Global Rewards

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

Principal
NARASARAOPETA ENGINEERING COLLEGE

21471A808 (20)

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Mohammad Abbas Shaik**

Email ID : skmdabbas@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21471A05P0

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245698465/Hyderabad
Date: 28/03/2025

Mr. Subbarao Katta
11-6-2, Near Old Samithi Office,
Ramireddypet,
Narasaraopet-522601,
Andhra Pradesh.

Dear Subbarao Katta,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20245698465

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, Plot 1 Software Units Layout, Madhapur, Hyderabad
Tel: 91 40 6667 2000 Fax: 91 40 6657 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicedline: 800 209 3111 Email: careers@tcs.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA

GROSS SALARY SHEET

Annexure 1

Name	Subbarao Katta
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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TCS Confidential
TCSL/DT20245698465

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Principal
NARASARAOPETA ENGINEERING COLLEGE

21471A05P2

nagarro

Date:17/02/2025

Tirunavalli Mohana,

Subject: Training Letter

Dear Tirunavalli,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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nagarro

Name	Tirunavalli Mohana

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

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21471A05P3

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Sudarsanam Vasantha**

Email ID : vasanthasudarsanam@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

21491A05P5

movate

Date: 17th March 2025

Dear Vutla Lavanya,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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movate

Annexure1				
Salary Working				
Name:	**Vutla Lavanya**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.)

2-147 1A05P6.

September 12, 2025

Dear **Yarram Gnaneswar Reddy.**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

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

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

1. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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(AUTONOMOUS)

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

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

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.)

21471A0589

BAJAJ CREDIT

Bajaj Auto Credit Ltd
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Rama Krishna Balam
Mail ID - ramakrishnabalam@gmail.com

Dear **Rama Krishna Balam,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as an **Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)
[illegible], Palnadu (Dist.), A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473198

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

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(AUTONOMOUS)
Palnadu (Dist.) A.P.

21A71A0560

Dhruvsoft Services Private Limited
A3, C2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Jaleel Shaik,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Jaleel Shaik,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION
You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE
Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS
Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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(AUTONOMOUS)

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (D)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0741
June 24, 2025
Mr. Akash Segu

APPOINTMENT LETTER

Dear Akash,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu(Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel. +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Akash Segu		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0721
June 24, 2025
Mr. Venkatavamsi Ala

APPOINTMENT LETTER

Dear Venkatavamsi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkatavamsi Ala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET -522 601, Palnadu(Dist.), A.P.

IQAC

cognizant

28-Jul-2025

Dear Annapareddy Balaji,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758302

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

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

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

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

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

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

Please note:

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

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

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

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Annapareddy Balaji **Designation:** Programmer Analyst Trainee

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

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

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

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

Leave & Vacation:

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

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

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

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

cognizant

28-Jul-2025

Dear Banda Venkata Naga Sai Raghavendra,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758385

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

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

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

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

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

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

Please note:

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

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

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

3. Training Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

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

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible] Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Banda Venkata Naga Sai Raghavendra **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	5300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus ^	2000	24,000
6	Special Allowance	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

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

Leave & Vacation:

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

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

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

Principal
HARSHAVARDHAN ENGINEERING COLLEGE
(AUTONOMOUS)
NANDARAPET-522601, Palnadu (Dist.), A.P

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1247

Date: 10th February 2025

Name: Bhavirisetty Rakesh

Letter of Intent

Dear Bhavirisetty Rakesh,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

IQAC

NARASARAOPETA ENGINEERING COLLEGE (AUTONOMOUS)

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Bhavirisetty Rakesh

College: NEC - NRT

Signature

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Offer: Computer Consultancy
Ref: TCSL/DT20245699729/Hyderabad
Date: 28/03/2025

Mr. Srinivasa Reddy Bhavanam
41-2-185, Near Gdc Bank,
Rayanapadu -522015,
Andhra Pradesh.

Dear Srinivasa Reddy Bhavanam,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

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

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

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Srinivasa Reddy Bhavanam**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

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

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TCS Confidential
TCSL/ET/2245697/9

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website:
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PEPSICO

PRIVATE AND CONFIDENTIAL

March 24, 2025

Vasubabu Bitra
112/250/D, Bapuji Nagar, Eluru, Andhra Pradesh 534001 India

Dear Vasubabu Bitra,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC |

PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Vasubabu Bitra
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs475,000.00/-
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	Sum of all components above	INR Rs509,241.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	Sum of Pepsico Fixed Pay & Variable Pay	INR Rs556,741.00

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC |

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Lakshmi Pavan Boppudi**

Email ID : blakshmipavan123@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA**. Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.



*Dear **Sindhuja**,*

Congratulations on your offer and welcome to

Amdocs! We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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Date: February 17, 2025

Ms.Sindhuja Chiluveru

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with

Amdocs. Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Sindhuja Chiluveru**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit

Signature

Date

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

17-Jul-2025

Dear Chitturi N V S R Sahithi,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153053

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

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

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

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

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name:	Chitturi N V S R Sahithi	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

N V Chandra Sekhar Dasari
Bangalore

Dear N V Chandra Sekhar,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, provident fund contributions, etc.as per applicable laws and contractual terms, from time to time.

IQAC
Previously known as TRCPL Projects Private Limited
2nd Floor, Flat 5, House, Andheri Kurla Road,
Gandevi, Marol Naka,
Andheri East, Mumbai 400 059
CIN: U74999MH2016FTC283853

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

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Annexure I - Total Rewards (A + B + C + D)

Name : N V Chandra Sekhar Dasari
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	**Amount INR**
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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...PET-522 601, Palnadu (Dist.)...

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Letter of Intent (LOI)

Superset ID: 6508372

Date: November 11, 2025

Dear DASARI VENKATA HARISH,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformence of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...501, Palnadu (Dist.), A.P.

nagarro

Date:17/02/2025

Desaboina Raja Venkat,

Subject: Training Letter

Dear Desaboina,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav
Director

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist., A.P.

nagarro

Name	Desaboina Raja Venkat

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	

Note:

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0766
June 24, 2025
Mr. Bhanu Prakash Dhulipalla

APPOINTMENT LETTER

Dear Bhanu Prakash,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Bhanu Prakash Dhulipalla		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

17-Jul-2025

Dear Duddela Sukanya,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153056

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Duddela Sukanya **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus##	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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NARASARAOPET - 522 601, Palnadu Dt.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0163
June 24, 2025
Ms. Srividya Ganthi

APPOINTMENT LETTER

Dear Srividya,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...eet, Palnadu (Dist.)

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Srividya Ganthi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	[illegible]	[illegible]	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
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(AUTONOMOUS)

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CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - **Narasaraopeta Engineering College**
Name - Raghunadh Godavarthi
Mail ID - raghunadhgodavarthi@gmail.com

Dear **Raghunadh Godavarthi,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

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NARASARAOPET - 522 601, Palnadu Dist.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Prasanna Gonuguntla**

Email ID : gonuguntlaprasanna@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between 2.40 LPA to 2.70 LPA. Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPET - 522 601, Palnadu (Dist.)

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

movate

Date: 17th March 2025

Dear Guttula Nanitha,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Guttula Nanitha**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Jithendra Nelluri**

Email ID : nellurijithendra789@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between 2.40 LPA to 2.70 LPA. Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.



*Dear **Sai Gowtham**,*

Congratulations on your offer and welcome to

Amdocs! We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.



Date: February 17, 2025

Mr.Sai Gowtham Kadapa

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with

Amdocs. Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Sai Gowtham Kadapa**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit

Signature

Date

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

movate

Date: 17th March 2025

Dear Kandipati Venkata Sarojini,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Annexure1				
Salary Working				
Name:	**Kandipati Venkata Sarojini**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1254

Date: 10th February 2025

Name: Shaik Samrin

Letter of Intent

Dear Shaik Samrin,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10^{th} and 12^{th}).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Shaik Samrin

College: NEC - NRT

Signature

Date:

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Lakshmi Narasimha Katta
Mail ID - lakshminarasimhakatta@gmail.com

Dear **Lakshmi Narasimha Katta,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

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(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

NTHR/24-25/V674

Date:25th November 2024

To
Naga Sri Venkata Mani Nikitha Kolla,

Dear Naga Sri Venkata Mani Nikitha,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Naga Sri Venkata Mani Nikitha Kolla	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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NARASARAOPET-522 601. Palnadu (Dist.), A.P.

cognizant

28-Jul-2025

Dear Kota Venkata Hari Pavan,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758572

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed basis on business demands:

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(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Kota Venkata Hari Pavan **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Neebal
Technologies

NTHR/24-25/V679

Date:25th November 2024

To
Koteswararao Thaluri,

Dear Koteswararao,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

!QAC

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Koteswararao Thaluri	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

QAC

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0749
June 24, 2025
Ms. Likhitha Gogisetti

APPOINTMENT LETTER

Dear Likhitha,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Likhitha Gogisetti		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

movate™

Date: 17th March 2025

Dear Mannam Praveen,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee.** Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

movate

Annexure1				
Salary Working				
Name:	**Mannam Praveen**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu(Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0735
June 24, 2025
Mr. Venkata Sai Kalyan Mannem

APPOINTMENT LETTER

Dear Venkata Sai Kalyan,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

NARASARAOPETA
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Sai Kalyan Mannem		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

PEPSICO

PRIVATE AND

March 24, 2025

Habimunnisa Shaik Minnekallu
30/301, Revenue Quarters, Nandyal, Andhra Pradesh 518502 India

Dear Habimunnisa Shaik Minnekallu,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 49.43.219.22

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

PEPSICO

PRIVATE AND

ANNEXURE A

Name of Candidate: Habimunnisa Shaik Minnekallu
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	**Annual Guaranteed Cash**	**INR Rs475,000.00/Yr.**
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	**Sum of all components above**	**INR Rs509,241.00**
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	**Sum of PepsiCo Fixed Pay & Variable Pay**	**INR Rs556,741.00**

Signed by: Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com
49.43.219.22

!QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Date: November 18, 2024

Siva Reddy Mukkamalla
Candidate ID:C2024393
Narsaraopeta Engineering College

Dear Siva Reddy,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601. Palnadu (Dist.) A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

nagarro

Date:17/02/2025

Murarisetty Siva Mani Surya,

Subject: Training Letter

Dear Murarisetty,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Principal
HARASAGARAPETA ENGINEERING COLLEGE
(AUTONOMOUS)

!QAC

nagarro

Name	Murarisetty Siva Mani Surya

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

IQAC

Mu Sigma

Date: November 18, 2024

Raja Prajwallika Nanduri
Candidate ID:C2024473
Narsaraopeta College

Dear Raja Prajwallika,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

IQAC

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
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2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.



*Dear **Lakshmi Prasanna**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)



Date: February 17, 2025

Ms. Lakshmi Prasanna Narnepati

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** (" Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00 (Five Lakh Thirty Thousand Rupees Only)** gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Lakshmi Prasanna Narnepati**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications.
I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms.
I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature Date

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

2025-02-CAMP-T3-DVCI-P-AA03364-6

movate™

Date: 17th March 2025

Dear Nelapati Neelima,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee.** Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Kotappakonda Road, Yellamanda (Dist.), A.P.

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Annexure1				
Salary Working				
Name:	**Nelapati Neelima**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Gopikrishna Pandilla**

Email ID : pandillagopikrishna@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
N[illegible] Palnadu(Dist.) A.P.

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1314 **Date: 10th February 2025**

Name: Perla Geetha Charan

Letter of Intent

Dear Perla Geetha Charan,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Perla Geetha Charan

College: NEC - NRT

Signature

Date:

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(AUTONOMOUS)
- 522 601, Palnadu (Dist.), A.P.

cognizant

28-Jul-2025

Dear Potturi Jyothirmai,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758215

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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...522 601, Palnadu (Dist.), A.P

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Potturi Jyothirmai **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance^	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity benefit 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

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NARASARAOPET

nagarro

Date:17/02/2025

Nagavarapu Sai Supriya,

Subject: Training Letter

Dear Nagavarapu,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

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nagarro

Name	Nagavarapu Sai Supriya

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

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NARASARAOPET - 522601, Palnadu (Dist.)

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Jahnavi Bhavya Shaik
Bangalore

Dear Jahnavi Bhavya,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore.** While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, including other levies, contributions, etc.as per applicable laws and contract.

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PRAKASAM PUTTI GAYYA ENGINEERING COLLEGE
(AUTONOMOUS)
D.No. 522 001, Palnadu (Dist.), A.P.

Previously known as TCP Projects Private Limited
Andheri East, Mumbai 400 059
CIN: U74900MH

Clarivate™

Annexure I - Total Rewards (A + B + C + D)

Name : Jahnavi Bhavya Shaik
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	**Amount INR**
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- If your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Mu Sigma

Date: November 18, 2024

Gopi Chand Sidda
Candidate ID:C2024417
Narsaraopeta Engineering College

Dear Gopi Chand,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699216/Hyderabad
Date: 28/03/2025

Mr. Siva Nagi Reddy Mula
145-25-14, Nallapadu,
Guntur-522004,
Andhra pradesh.

Dear Siva Nagi Reddy Mula,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601 Palnadu (Dist.) A.P.

TCS Confidential
TCSL/DT20245699216

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 Career Coordinator 1800 208 9711 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Siva Nagi Reddy Mula**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	**27,825**	**3,45,257**

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	**8,056**	**96,672**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TCS Confidential
TCSL/DT20245699216

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 Customer Care Hotline 1800 209 9111 Email: careers@tcs.com

Neebal
Technologies

NTHR/24-25/V681

Date:25th November 2024

To
Siva Talluri,

Dear Siva,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...ET-522601, Palnadu (Dist.), A.P

Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Siva Talluri	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda Road, Yellamanda (Dist.), A.P.

September 12, 2025

Dear **Talluri Venki Babu**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization [illegible]

IQAC

Principal
PVP SIDDHARTHA INSTITUTE OF TECH. ENGINEERING COLLEGE
(AUTONOMOUS)
PVP Siddhartha Nagar, Vijayawada-520007, Andhra Pradesh, India

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Palnadu Dist. A.P.

Signed by : Talluri Venki Babu
Date : 12.09.2025 10:03:54 IST

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Pa

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Yogendra Telagamsetty**

Email ID : tyogendra1258@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between 2.40 LPA to 2.70 LPA. Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699658/Hyderabad
Date: 28/03/2025

Ms. David Kumari Thalathoti
113-12/4, Shanthi Nagar,
Vizag-530003,
Andhra Pradesh.

Dear David Kumari Thalathoti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**David Kumari Thalathoti**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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

movate™

Date: 17th March 2025

Dear Vipparla Ajith Kumar,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee.** Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

IQAC

Principal
(AUTONOMOUS)
522 601, Palnadu (Dist.) A.P.

movate™

Annexure1				
Salary Working				
Name:	**Vipparla Ajith Kumar**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

IQAC

Principal
ENGINEERING COLLEGE
AUTONOMOUS)
Kalikiri (Dist.), A.P.

cognizant

28-Jul-2025

Dear Vithanala Jyothika Devi,
B.Tech, Information Technology
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758414

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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(AUTONOMOUS)

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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cognizant

Compensation and Benefits

Name:	Vithanala Jyothika Devi	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	1,800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Pavani Yanamala
Bangalore

Dear Pavani,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable statutory (and other) withholdings; contributions, etc.as per applicable laws and contractual terms, from time to time.

IOAC
Previously known as TRCPL Projects Private Limited
2nd Floor, Fleet House, Andheri Kurla Road,
Opposite, Marol Naka,
Andheri East, Mumbai 400 059
CIN: U74999MH2016FTC283853

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Annexure I - Total Rewards (A + B + C + D)

Name : Pavani Yanamala
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00**% of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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September 12, 2025

Dear **Shaik Hamad Nabi Saheb**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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*Dear **Hussain**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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Date: February 17, 2025

Mr. Hussain Shaik

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Hussain Shaik**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

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NARASARAOPET - 522601, Dist.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0763
June 24, 2025
Mr. Venkata Gupta Chedella

APPOINTMENT LETTER

Dear Venkata Gupta,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Gupta Chedella		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

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Principal
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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

movate™

Date: 17th March 2025

Dear Kosuri Hemanth,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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movate

Annexure1				
Salary Working				
Name:	**Kosuri Hemanth**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Date: November 18, 2024

Maruthi Bommisetti
Candidate ID:C2024424
Narsaraopeta Engineering College

Dear Maruthi,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

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(AUTONOMOUS)

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (In INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1514

Date: 10th February 2025

Name: Sela Dola Sankar

Letter of Intent

Dear Sela Dola Sankar,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Sela Dola Sankar

College: NEC - NRT

Signature

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

nagarro

Date:17/02/2025

Geddavalasa Hemanth Kumar,

Subject: Training Letter

Dear Geddavalasa,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026 India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com
info.in@nagarro.com

nagarro

Name	Geddavalasa Hemanth Kumar

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

movate

Date: 17th March 2025

Dear Addagada Venu Gopal,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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movate

Annexure1				
Salary Working				
Name:	**Addagada Venu Gopal**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

Letter of Intent (LOI)

Superset ID: 6504493

Date: November 11, 2025

Dear Amudala Bhargav raghuram,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,966/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.

5. This LOI from Cognizant is valid for 7 **calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purpose of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Abul Sehgal

Senior Vice President - Recruitment



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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

cognizant

28-Jul-2025

Dear Atukuri Praneetha,
B.Tech, CSE (ARTIFICIAL INTELLIGENCE)
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37759402

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

IQAC
Principal

cognizant

Compensation and Benefits

Name:	Alukun Praneetha	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus**	2000	24,000
6	Special Allowance	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)*		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits(Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0153
June 24, 2025
Mr. Rajesh Bacchala

APPOINTMENT LETTER

Dear Rajesh,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Rajesh Bacchala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)			
B. NON BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)			
COMP 2 (A+B)			
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)			
COMP 3 (A+B+C)			
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)			
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Sai Dharma Ganesh Chinnam,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Sai Dharma Ganesh Chinnam,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided,by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Venu Gopinath Darsi
Bangalore

Dear Venu Gopinath,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other statutory contributions, etc.as per applicable laws and contractual terms, from time to time.

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Annexure I - Total Rewards (A + B + C + D)

Name : Venu Gopinath Darsi
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.



Dear ***Murali Krishna,***

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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2025-02-CAMP-T3-IVCI-P-AA05209-1

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601 Palnadu (Dist.) A.P.



Date: February 17, 2025

Mr. Murali krishna Dhulipalla

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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2025-02-CAMP-T3-DVCI-P-AA03299-2

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Murali Krishna Dhulipalla**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

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2025-02-CAMP-T3-DVCI-P-AA03299-6

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P



Dear ***Santhosh Kumar Goud,***

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.)



Date: February 17, 2025

Mr. Santhosh Kumar Goud Dontha

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs")under the terms and conditions provided herein, effective as of **July-2025** (" Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune,** India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Santhosh Kumar Goud Dontha**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications.
I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms.
I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement.
I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

IQAC
2025-02-CAMP-T3-DVCI-P-AA03379-6

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0155
June 24, 2025
Mr. Bhavan Kausik Gade

APPOINTMENT LETTER

Dear Bhavan Kausik,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	**Bhavan Kausik Gade**		
EMPLOYEE ID			
Metro	**N**		
DESIGNATION	**Analyst Trainee**		
SALARY COMPONENT	**Yearly**	**Monthly**	**REMARKS**
A BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMPANY CONTRIBUTION			
B NON BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
[illegible]			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
[illegible]	[illegible]		
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible]



*Dear **Gopi Chand**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

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- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Date: February 17, 2025

Mr. Gopi Chand Ganipisetty

Employment Agreement

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1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Gopi Chand Ganipisetty**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature _____ Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

NAAC

2025-02-CAMP-I3-DVCI-P-AA03382-6

Offer: Computer Consultancy
Ref: TCSL/DT20245699352/Hyderabad
Date: 28/03/2025

Mr. Tejeswar Reddy Gayam
8-165 Rajiv, Nagar,
Ongole-523001,
Andhra Pradesh.

Dear Tejeswar Reddy Gayam,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245699352

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

TATA

GROSS SALARY SHEET

Annexure 1

Name	Tejeswar Reddy Gayam
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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nagarro

Date:17/02/2025

Goli Srimannarayana,

Subject: Training Letter

Dear Goli,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav
Director

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(AUTONOMOUS)
...ET - 522 601, Palnadu (Dist.), A.P.

nagarro

Name	Goli Srimannarayana

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy		
Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month		

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INRHYTHM SOLUTIONS PVT. LTD.

Offer Letter

10th December, 2024.

To
Gopidesi Chaitanya,
House Number 1-107,
Vemavaram, Vemavaram P.O,
Guntur Disctrict,
Andhra Pradesh 522 529.

Dear Chaitanya,

Thank you for your interest in joining InRhythm Solutions. Based on our recent discussion with you regarding your background, skills and the needs of InRhythm and its customers, we would be pleased to have you join our company. Specific details of the employment offer are outlined below:

- Your title will be **Trainee / Intern – Software Engineer** and you will be trained at our Hyderabad office. Your responsibilities will include understanding and getting trained into development to support the needs of InRhythm client(s).
- You will be a Trainee/Intern for a period of 6 - months. During the training /probation/Internship period your consolidated gross pay will be **Rs. 3,50,000 Per Annum.**
- Your employment will be confirmed and you will be inducted as Junior Software Engineer only after the submission of the required pass certificates of the final year B.Tech.
- Upon successful completion of your training evaluation, based on your performance during the training period, your revised Annual compensation will be **Rs. 4,00,000 + Rs. 1,00,000(Yearly Performance Bonus)**. The breakup of the salary (House Rent allowance, Travel allowance, Medical allowance etc.) shall be paid in a manner consistent with the Indian Companies Act. This offer is valid only if a 2 year service agreement is signed with InRhythm Solutions at the time of joining the company.
- During the period of your employment, you will be eligible for leave as per the Leave policy of the Company. Your general work timings will be 9.00 a.m. - 6.00 p.m. You will be working five days a week.
- During the period of service, you will not divulge any information, confidential documents, and technical matters of the company to outside sources. You will not engage in any other service or business either directly or indirectly.
- You will abide by the terms and conditions as listed in the Employee Agreement/Manual. Any violation of the conditions will automatically terminate your employment.

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INRHYTHM SOLUTIONS PVT. LTD.

- You will be required to sign the attached employment agreement before joining InRhythm. Please review this form carefully, initial each page and sign on the last page and return the form along with a signed copy of this letter to us.
- You tentative date of joining the Company will be 18th of December 2024. InRhythm HR will indicate the exact date of joining.

Please submit the following documents along with a signed copy of this Offer letter and the Agreement:

- Complete copy of your Passport
- Copies of your Degree certificates

We genuinely care about our employees, and understand what it takes to "recruit, train, nurture and retain" good employees. We are not seeking employees whose sole desire is to skip to the next firm. Our policies and incentive methods are all designed to promote a long-term, mutually rewarding relationship.

Read and Agreed to by:

Signature:

InRhythm HR:

Date: 10th December, 2024.

Signature:

Employee: Gopidesi Chaitanya.

Date:

This is a computer generated offer and does not require signature and company seal.

PLOT #1023, FLOOR 102 ,GURUKUL SOCIETY. MADHAPUR ,HYDERABAD ,TELANGANA(INDIA) 500081.
T : 040-66509100. F : 040-66509101 . WWW.INRHYTHM-INC.COM

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(AUTONOMOUS)

Docusign Envelope ID: E79D80B4-C4DC-4427-8C8E-D8CB30F8B823

Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Sep 5, 2025

Ms. Gottipati Manichandana
1st Lane, Gunturuvari Thota,
Guntur, 522001
India

Subject: Offer of Employment

Dear Gottipati Manichandana:

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst Trainee** based in **Hyderabad.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **September 22, 2025.**

The employment confirmation is subject to probation period of **12** months (from **September 22, 2025** to **September 22, 2026**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 400,008/-** and, will be eligible for a end term bonus of **Rs./₹ 40,000/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 10,000/-** subject to your reporting for full-time employment on **September 22, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months and post successful completion of the probation period and confirmation of employment will be governed by the Terms and Conditions as detailed in Annexure B, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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NARASARAOPET - 522601, Palnadu (Dist.)
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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Gottipati Manichandana, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, **Gottipati Manichandana**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date

Principal
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Annexure A

Ms. Gottipati Manichandana **Analyst Trainee**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	**11,700**	**140,400**
House Rent Allowance (HRA)	**5,850**	**70,200**
Special Allowance1a & 1b	**6,774**	**81,288**
Leave Travel Allowance2	**1,170**	**14,040**
Differential Allowance	**3,840**	**46,080**
Meal Card3	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**33,334**	**400,008**
Medical Insurance Premium4	**2,965**	**35,579**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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NARASARAOPET - 522601, Palnadu (Dist.), A.P
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March 24, 2025

Archana Devi Gunji
41/601, Valima Bazar, Proddatur, Andhra Pradesh 516361 India

Dear Archana Devi Gunji,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2025 12:28:20 IST
49.43.219.22

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ANNEXURE A

Name of Candidate: Archana Devi Gunji
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	**Annual Guaranteed Cash**	**INR Rs475,000.00/Yr.**
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	**Sum of all components above**	**INR Rs509,241.00**
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	**Sum of PepsiCo Fixed Pay & Variable Pay**	**INR Rs556,741.00**

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Scanned by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com
49.43.219.22

cognizant

31-Jul-2025

Dear Guthikonda Usman,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37823977

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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NARASARAOPET - 522 601, Palnadu (Dt.)

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

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cognizant

Compensation and Benefits

Name: Guthikonda Usman **Designation:** Programmer Analyst Trainee

Sl. No	Description	Monthly	Yearly
1	Basic	10506	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus **	2000	24,000
6	Special Allowance ^	8599	103,188
	Annual Gross Compensation		359,988
	Incentive (indicative per annum) ^^		22,500
	Annual Total Compensation		382,488
	Company's contribution towards Benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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February 3, 2025

Sony Joshna Kaki
Bangalore

Dear Sony Joshna,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore.** While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc.as per applicable laws and contractual terms, from time to time.

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Annexure I - Total Rewards (A + B + C + D)

Name : Sony Joshna Kaki
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00**% of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident Insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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March 24, 2025

Archana Devi Gunji
41/601, Valima Bazar, Proddatur, Andhra Pradesh 516361 India

Dear Archana Devi Gunji,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Principal
NARASARAOPETA ENGINEERING COLLEGE

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Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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ANNEXURE A

Name of Candidate: Archana Devi Gunji
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	**Annual Guaranteed Cash**	**INR Rs475,000.00/Yr.**
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	**Sum of all components above**	**INR Rs509,241.00**
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
GBS Total Cost to Company	**Sum of PepsiCo Fixed Pay & Variable Pay**	**INR Rs556,741.00**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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49.43.219.22

Offer: Computer Consultancy
Ref: TCSL/DT20245699572/Hyderabad
Date: 28/03/2025

Mr. Chaitanya Abhishikth Kollipara
31-152,Opp Bharathi School,
Kanigiri-523230,
Andhra Pradesh.

Dear Chaitanya Abhishikth Kollipara,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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GROSS SALARY SHEET

Annexure 1

Name	Chaitanya Abhishikth Kollipara
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE

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cognizant

28-Jul-2025

Dear Ramya Sri Abhitha Kollipara,
B.Tech, CSE (ARTIFICIAL INTELLIGENCE)
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758315

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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cognizant

Compensation and Benefits

Name:	Ramya Sri Abhitha Kollipara	**Designation:**	Programmer Analyst Trainee

Sl. No	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution to PF #	1800	21,600
5	Advance Statutory Bonus**	2000	24,000
6	Special Allowance	8595	103,188
	Annual Gross Compensation		359,988
	Incentive indication (performance)*		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical Accident and Life Insurance)		18,800
	Annual Total Remuneration		401,288

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Dinesh Babu Kommathoti
Mail ID - dineshbabukommathoti@gmail.com

Dear **Dinesh Babu Kommathoti,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1258 **Date: 10th February 2025**

Name: Konapalli Gnaesh

Letter of Intent

Dear Konapalli Ganesh,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Konapalli Ganesh

College: NEC - NRT

Signature

Date:

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Principal
NARASARAOPETA ENGINEERING COLLEGE

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Jeswanth Kota**

Email ID : kjeswanth12@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate.

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

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March 24, 2025

Jashwanth Raj Kottapalli
240/500/A, Rajiv Gandhi Nagar, Ongole, Andhra Pradesh 523001 India

Dear Jashwanth Raj Kottapalli,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC

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ANNEXURE A

Name of Candidate: Jashwanth Raj Kottapalli
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs [illegible]
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
GBS Fixed Pay	Sum of all components above	INR Rs[illegible]
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
[illegible]	[illegible]	

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Lakshmi Prasanna Kunchala**

Email ID : lprasanna@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate.

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Chandra Sekhar Kundurthi
Mail ID - chandrasekharkundurthi@gmail.com

Dear **Chandra Sekhar Kundurthi,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025.** In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET



Dear ***Masthan Babu,***

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Date: February 17, 2025

Mr. Masthan Babu Lanka

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** (" Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Masthan Babu Lanka**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

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2025-02-CAMP-T3-DVCI-P-AA03387-6

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Jul 29, 2025

Mr. Manchikalapati Venkateswara Prasad
#11-10-18, Captain Vijaya Prasad Road, Chenchupet,
Tenali, Andhra Pradesh 522201.

Dear Manchikalapati,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP Private Limited ("ADP"/"Company"). Please find the offer details below:

Position:	Associate Functional Consultant
Grade:	G2L1
Start Date:	On or Before Aug 18, 2026
Compensation:	Total CTC of INR 600,015.00 (Six Lakh And Fifteen Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of 6 (six) months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy and your employment with the Company is terminable by serving a notice of 60 (sixty) days on either side. On successful completion of probation period, the notice period would be 90 (ninety) days on either side. Upon termination, whether during or after the probation period, ADP may elect to provide payment in lieu of notice. ADP reserves the right to terminate your employment with immediate effect on the basis of, but not limited to, non-adherence to ADP's Code of Conduct and Ethics and other related policies, non performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services can be transferred at the discretion of the Company and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

George Mathews
(Senior Director)

The Square Survey No: 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgaonsheri,
Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

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Principal
SARADHA ENGINEERING COLLEGE

ADP Private Limited
Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Details of Compensation

Name: Manchikalapati Venkateswara Prasad

Position: Associate Functional Consultant

Grade: G2L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	INR 22,320.00	INR 267,840.00
• House Rent Allowance	INR 9,644.00	INR 115,728.00
• Flexible Benefits**	INR 4,464.00	INR 53,568.00
B. Bonus (20% of Basic Salary Paid Monthly)	INR 4,464.00	INR 53,568.00
C. Standard Benefits		
• Provident Fund***	INR 2,678.00	INR 32,136.00
• Gratuity	INR 1,074.00	INR 12,888.00
Gross Compensation (A+B+C)	INR 44,644.00	INR 535,728.00

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
	INR 0.00	INR 64,287.00	INR 112,503.00
Total CTC (Gross + VPI)##	**INR 600,015.00**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** Provident Fund will be deducted as per the prevailing statutes*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI (refer clause no. 12 below) payout
Tax will be applicable as per prevailing tax slab and tax regulations in India

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Pune, Maharashtra - 411014
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Always Designing for People®

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Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Terms and Conditions

1. **Working Hours**

ADP works 7 (seven) days a week, 24 (twenty-four) hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 (five) days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. **Confidentiality**

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the Company.

3. **Authenticity**

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, ADP reserves the right to immediately terminate your services.

4. **Documents**

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the Company, you are required to produce a copy of the relieving letter (if you have previous work experience) from your last employer.

5. **Permanent Account Number (PAN)**

Permanent Account Number (PAN) is mandatory under Income Tax Act, 1961 for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of income tax.

6. **Statutory Benefits**

Provident Fund: Provident Fund will be deducted from your salary as per the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The Company will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Payment of Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. **Statutory Compliance**

Income tax and profession tax or any other applicable payments will be deducted from your salary, as applicable as per statutory laws. Following these statutory deductions, your salary will be credited on or before the last working day of each month, however, if your date of joining falls after 25th day of the month, the salary for the month you joined shall be credited along with the salary for the subsequent month.

8. **Flexible Benefits**

The flexible benefit is a key component in your gross yearly compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax Act, 1961 and relevant rules in practice for the given financial year.

9. **Health Insurance**

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the Company.

10. **Personal Accident Insurance**

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the Company.

11. **Leave**

You are eligible for Privilege Leaves and Casual Leaves as per ADP's policy and in accordance with the applicable laws. You are also entitled to avail the public holidays as per ADP's policy and in accordance with the applicable laws. Leave should be taken, as mutually agreed between you and your reporting manager.

For those members who joined the Company after 1st of January, leave entitlement for the period between your Start Date and 31st of December will be allocated on a pro rata basis.

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Hissa No. 9+10+11+12,
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Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

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Docusign Envelope ID: 8669C13A-9353-4E27-A1FA-5377AA251E35

NTT DATA Information Processing Services Private Limited
Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Date: October 7,2025

Mekapothula Raviteja
Chilakaliripet,Subbaiahthota,palnadu dist 522616
INDIA

LETTER OF APPOINTMENT

Dear **Mekapothula Raviteja,**

Congratulations! We have pleasure in making an offer to you for the post of **Info Technology Senior Associate -Hyderabad.** We expect you to join the company on or before **Oct 15,2025.** 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,
BHARATHI RAJA

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(AUTONOMOUS)

Docusign Envelope ID: 8669C13A-9353-4E27-A1FA-5377AA251E35

NTT DATA

Annexure - A

Compensation and Benefits			
Name	**Mekapothula Raviteja**		
Designation	***Info Technology Senior Associate***	Grade	5
Joining Date	**Oct 15,2025**	Location	***Hyderabad***
Fixed Compensation (A)			
Group 1:		**Monthly (₹)**	**Annual (₹)**
Basic Salary		₹ 11,667	₹ 140,000
Group 2 (Allowances)			
The Flexible Compensation Plan (FCP) includes:			
House Rent Allowance			
Leave Travel Allowance			
Children Education Allowance			
Children Hostel Allowance		₹ 15,539	₹ 186,469
Professional Development Allowance			
Meal Pass			
National Pension Scheme			
Fuel & Maintenance*			
Special Allowance			
Group 3 (Retirals)			
Provident Fund (12% of Basic Salary) Employer's Contribution		₹ 1,400	₹ 16,800
Gratuity (4.8% of Basic Salary as per the provisions of the payment of Gratuity Act 1972)		₹ 561	₹ 6,731
Total Fixed Compensation (Group 1 +Group 2+Group 3)		**₹ 29,167**	**₹ 350,000**
Variable Compensation (B)		PEP	
Annual potential discretionary variable incentive**		Min	Maximum
		0%	11.00%
		₹ -	₹ 38,500
Annual earning potential including fixed compensation		**₹ 350,000**	**₹ 388,500**
Additional Benefits (C)			
Employer Contribution towards Employee Health Insurance (GMC)***		₹	9,600
Remote working allowance****		₹	9,600
Annual total benefits Cost		₹	**18,200**
Total Compensation(Maximum cost to the company)		₹	**407,700**

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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NTT DATA

* 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 Rs. 15,000 or more, the PF contribution will be calculated on Basic Salary only.

** 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 at grade 6 and below 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.

Employee Welfare Trust Benefits - Employees of NTT DATA in India are eligible to be members of this Trust by contributing a non-refundable amount INR 100 (Rupees One hundred only) per month towards the fund. Membership with the EWT is voluntary and only members are eligible for the benefits such as Death relief assistance amount, Temporary Loss of Pay due to injury /illness, Educational Support, Medical Expenses Support and any other applicable benefits as per the EWT charter.

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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cognizant

28-Jul-2025

Dear Muchu Kavya,
B.Tech, CSE (ARTIFICIAL INTELLIGENCE)
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758116

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

cognizant

Compensation and Benefits

Name:	Muchu Kavya	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus##	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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VARASIDDHARTHA ENGINEERING COLLEGE
(AUTONOMOUS)
KANCHIKACHERLA - 521 180, Krishna (Dist.) A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699752/Hyderabad
Date: 28/03/2025

Mr. Sudheer Nagisetti
8-4-69/276,Amaravathi Road,
Guntur-522007,
Andhra Pradesh.

Dear Sudheer Nagisetti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Principal
NARASARAOPETA ENGINEERING COLLEGE
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TATA

GROSS SALARY SHEET

Annexure 1

Name	Sudheer Nagisetti
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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cognizant

Letter of Intent (LOI)

Superset ID: 6471037

Date: November 11, 2025

Dear Bhaskar Reddy Naru,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1.This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program / on the job training. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

3. Upon joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

4. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference.
https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

5. This LOI from Cognizant is valid for **7 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

6. Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Atul Sahgal

Senior Vice President - Recruitment



IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1264

Date: 10th February 2025

Name: Naru Venkateswara Reddy

Letter of Intent

Dear Naru Venkateswara Reddy,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of Intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10^{th} and 12^{th}).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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(AUTONOMOUS)

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Naru Venkateswara Reddy

College: NEC - NRT

Signature

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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cognizant

17-Jul-2025

Dear Neeli Nikhil Ramu,
B.Tech, Artificial Intelligence
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153051

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure.** Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Neeli Nikhil Ramu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus**	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)^		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE

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movate™

Date: 17th March 2025

Dear Palepogu Deevenamma,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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(AUTONOMOUS)
Kotappakonda (Dist.) A.P.

movate™

Annexure1				
Salary Working				
Name:	**Palepogu Deevenamma**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,600	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
[redacted]				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Mu Sigma

Date: November 18, 2024

Anusha Pallikonda
Candidate ID:C2024435
Narsaraopeta Engineering College

Dear Anusha,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited
Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - **Narasaraopeta Engineering College**
Name - Sai Kumar Pamuluri
Mail ID - saikumarpamuluri@gmail.com

Dear **Sai Kumar Pamuluri,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET-522601, Palnadu (Dist.) A.P.

IQAC

BAJAJ CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

Neebal
Technologies

NTHR/24-25/V684

Date:25th November 2024

To
Manohar Naga Jayanth Sai Pilli,

Dear Manohar Naga Jayanth Sai,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Manohar Naga Jayanth Sai Pilli	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0158
June 24, 2025
Ms. Varshini Reddy Pinni

APPOINTMENT LETTER

Dear Varshini Reddy,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE-A			
NAME	**Varshini Reddy Pinni**		
EMPLOYEE ID			
Metro	**N**		
DESIGNATION	**Analyst Trainee**		
SALARY COMPONENT	**Yearly**	**Monthly**	**REMARKS**
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMPLIANCE			
B. NON-BASIC SALARY (NON-BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
[illegible]			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
[illegible]	[illegible]	[illegible]	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

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(AUTONOMOUS)

September 12, 2025

Dear **Pittala Kousalya Supraja,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (If availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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(AUTONOMOUS)

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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NARASARAOPET-522601, Palnadu Dist.A.P

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17-Jul-2025

Dear Gali Rakesh Ratnam,
B.Tech, Artificial Intelligence
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153040

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Principal

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Annexure A

Compensation and Benefits

Name: Gali Rakesh Ratnam **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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28-Jul-2025

Dear Ravalika Vadranam,
B.Tech, CSE (ARTIFICIAL INTELLIGENCE)
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758115

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits.** Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Compensation and Benefits

Name: Ravalika Vadranam	**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus*!!	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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NARASARAOPET - 522 601, Palnadu (Dist.)

Offer: Computer Consultancy
Ref: TCSL/DT20245699275/Hyderabad
Date: 28/03/2025

Ms. Gousya Famina Shaik
8-4-69/276,Amaravathi Road,
Guntur-522007,
Andhra Pradesh.

Dear Gousya Famina 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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Gousya Famina Shaik
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs. 11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

IQAC

Mu Sigma

Date: November 18, 2024

Riyaz Shaik
Candidate ID:C2024373
Narsaraopeta College

Dear Riyaz ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

October 09, 2025

Dear **Shaik Sajjad Gani**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

cognizant

17-Jul-2025

Dear Sunkara Vamakeswari,
B.Tech, Artificial Intelligence
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153039

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Sunkara Vamakeswari **Designation:** Programmer Analyst Trainee

Sl. No	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1257

Date: 10th February 2025

Name: Surisetty Vinay Kumar

Letter of Intent

Dear Surisetty Vinay Kumar,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10^{th} and 12^{th}).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

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(AUTONOMOUS)

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Surisetty Vinay Kumar

College: NEC - NRT

Signature

Date:

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NARASARAOPETA-522601
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Mu Sigma

Date: November 18, 2024

Ujera Siheb Syed
Candidate ID:C2024353
Narasaraopeta College

Dear Ujera Siheb ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

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Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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Offer: Computer Consultancy
Ref: TCSL/DT2024569674/Hyderabad Date: 28/03/2025

Mr. Sai Prathap Tedla
9/28 near Gautham School,
Sai Kutter Rd,
Proddatur-516360,
Andhra Pradesh.

Dear Sai Prathap Tedla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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 40 666 / 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelines: 1800 209 3111 Email: careers@tcs.com

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Sai Prathap Tedla**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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TCSL/DT20245699674

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan park, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 (India)
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

movate™

Date: 17th March 2025

Dear Velivelli Deekshitha,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:
    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.
    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.
    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.
2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.
3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**
3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Velivelli Deekshitha**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowances				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0160
June 24, 2025
Ms. Anjali Yadavalli

APPOINTMENT LETTER

Dear Anjali,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE-A			
NAME	Anjali Yadavalli		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (a)			
B. NON BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
[illegible]	[illegible]	[illegible]	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Teja Yakkala,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Teja Yakkala,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION
You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE
Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS
Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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...PET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
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Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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movate

Date: 17th March 2025

Dear Tummala Mahesh,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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movate

Annexure1				
Salary Working				
Name:	**Tummala Mahesh**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034
Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist. A.P.

cognizant

28-Jul-2025

Dear Pavan Brahmam Goli,
B.Tech, Computer Science & Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 35169935

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure.** You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Compensation and Benefits

Name:	Pavan Brahmam Goli	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Mu Sigma

Date: November 18, 2024

Hassan Atukuri
Candidate ID:C2024436
Narsaraopeta Engineering College

Dear Hassan,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited
Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

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(AUTONOMOUS)

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPET - 522 601, Palnadu (Dist.)

nagarro

Date:17/02/2025

Avula Srikanth,

Subject: Training Letter

Dear Avula,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

- To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav

Swati Yadav
Director

Nagarro Software Pvt. Ltd.(CIN : U72200DL2008PTC172755)
Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110026,India
Plot 13,Sector-18,Udyog Vihar,Electronic City,Gurugram - 122015,Haryana,India www.nagarro.com email | info.in@nagarro.com

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...RAJAMPET - 522 601, Palnadu (Dist.) A.P.

nagarro

Name	Avula Srikanth

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081.

Dhruvsoft
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Date: 21 October, 2024

Gopi Marri,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Gopi Marri,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
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Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)

Mu Sigma

Date: November 18, 2024

Dinesh Gupta Kurapati
Candidate ID:C2024448
Narsaraopeta Engineering College

Dear Dinesh Gupta,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NRT - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

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Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2026** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2027** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2028** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

airtel

Date: **15/04/2025**

Dear **P Nathik Khan,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

NAARAYANADRI INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

airtel

ANNEXURE A:

Name	**P Nathik Khan**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500
*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company. **Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.		
An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.		
Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you		

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
P Nathik Khan-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

21-4A3

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051842

FIXED TERM EMPLOYMEMT CONTRACT

Dear P VENKATARAJU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

Navigate your next

HRD/NOBA/1008729751/25-26

August 20, 2025

Ms. Pothuri Madhavi
No. 5-102,
Dikeman Colony, Chilakaluripet,
Guntur-522616
India

Ph: +91-6305597338

Dear Pothuri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Sincerely,

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

Signature Not Verified
Digitally signed by DS INFOSYS LIMITED 5
Date: 2025.08.20 13:42:57 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1008729751/25-26

August 20, 2025

Ms. Pothuri Madhavi
No. 5-102,
Dikeman Colony, Chilakaluripet,
Guntur-522616
India

Ph: +91-6305597338

Dear Pothuri,

Congratulations! We are delighted to make you an offer as **Digital Specialist Engineer** and your role is **Digital Specialist Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 15, 2025.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and Confirmation

You will be on probation for a period of six months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.

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(AUTONOMOUS)

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, you will be eligible for **20** working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Digital Specialist Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 52,084** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2025-26** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

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Yalamanchili (Dist.) A.P.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 5,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

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If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/Member/Employee of any other organization/entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Digital Specialist Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet "Sparsh". These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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(AUTONOMOUS)
NARASARAOPET-522601 Palnadu (Dist.), A.P

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
Narasaraopet (Dist.), A.P.

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

I have read. understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by D INFOSYS LIMITED 5
Date: 2025.08.3 3:42:57 IST
Reason: Digitally Signed
Location: Bengaluru

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Infosys
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ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Pothuri Madhavi**
ROLE	**Digital Specialist Engineer**
ROLE DESIGNATION	**Digital Specialist Engineer**

1. MONTHLY COMPONENTS	
BASIC SALARY	26,050
BASKET OF ALLOWANCES	16,445
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	4,949
MONTHLY GROSS SALARY	**47,444**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	261

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	3,126
GRATUITY - 4.81% of Basic Salary*	1,253
FIXED GROSS SALARY (1+2+3)	**52,084**

TOTAL GROSS SALARY	**52,084**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (with security) Twenty Five Thousand (without security)	@7%	24	Nil
SALARY LOAN	One Month's Gross Salary	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

ANNEXURE - II

NON COMPETE AGREEMENT

I , _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

i. Tata Consultancy Services Limited
ii. Accenture Limited
iii. International Business Machines Corporation
iv. Cognizant Technology Solutions Corporation
v. Wipro Limited

Place: Employee Signature:

Date: Employee Name : Ms. Pothuri Madhavi

Acknowledged by Infosys Limited:

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051918

FIXED TERM EMPLOYMEMT CONTRACT

Dear P VENKATA SAI,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
Palnadu (Dist.), A.P

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Naga Ajay Kumar Ramisetty,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Naga Ajay Kumar Ramisetty,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur
Hyderabad - 500081

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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Sandeep Jonnalagadda**

Email ID : jonnalagaddasandeep@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0110
June 24, 2025
Ms. Arifa Begum Shaik

APPOINTMENT LETTER

Dear Arifa Begum,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

NARASARAOPETA ENGINEERING COLLEGE (AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0065 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Arifa Begum Shaik		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMPLIANCE			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

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NARASARAOPET-522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/227
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
TamilNadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Shaik Shabeena,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Shaik Shabeena,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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CAPE

CEPL/HR/2024-25/227
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

21-41

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051848

FIXED TERM EMPLOYMEMT CONTRACT

Dear S ROHITH VENKATA BRAHMA SAI,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
HR-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.) A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699340/Hyderabad
Date: 28/03/2025

Mr. Malik Sameer Syed
4-44D, Main Bazar, Martur,
Martur-523301,
Andhra Pradesh.

Dear Malik Sameer Syed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET

Annexure 1

Name	Malik Sameer Syed
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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TCSL/DT20245699340

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE

September 12, 2025

Dear **Thota Sai Prasanna,**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	56,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET -522601, Palnadu (Dist.) A.P.

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Signed by : Thota Sai Prasanna
Date : 12.09.2025 15:24:42 IST

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

airtel

Date: **15/04/2025**

Dear **U Gopi,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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ANNEXURE A:

Name	**U Gopi**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Purnima Verma

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
U Gopi-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com
Corporate Identity Number: U64201DL1997PLC091001

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Saathwick Vanja,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Saathwick Vanja,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION
You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE
Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS
Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Nagasivendra Vemparala
Mail ID - nagasivendravemparala@gmail.com

Dear **Nagasivendra Vemparala,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)

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Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

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Date: **15/04/2025**

Dear **B Venkata Vamsi,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited.** The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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ANNEXURE A:

Name	**B Venkata Vamsi**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
B Venkata Vamsi-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070. India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com
Corporate Identity Number: U54201DL1997PLC091097

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(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0113
June 24, 2025
Ms. Sony Yadlapalli

APPOINTMENT LETTER

Dear Sony,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sony Yadlapalli		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
CONTRACT (A)			
B. OTHER BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051924

FIXED TERM EMPLOYMEMT CONTRACT

Dear A SREEMANNARAYANA,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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NARASARAOPETA ENGINEERING COLLEGE

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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(AUTONOMOUS)

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Taraka Ganesh Atchi
Bangalore

Dear Taraka Ganesh,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other statutory contributions, etc.as per applicable laws and contractual terms, from time to time.

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Annexure I - Total Rewards (A + B + C + D)

Name : Taraka Ganesh Atchi
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (e))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00**% of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

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NARASARAOPET-522601, Palnadu (Dist.) A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Balusa Sai Nandu,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Balusa Sai Nandu,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
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(AUTONOMOUS)
NARASARAOPET

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CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPET-522601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0794
June 24, 2025
Mr. Venkata Nagaraju Battula

APPOINTMENT LETTER

Dear Venkata Nagaraju,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Nagaraju Battula		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPUTED (A)			
B. OTHER ALLOWANCES (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0803
June 24, 2025
Ms. Bhumikasai Nadipudi

APPOINTMENT LETTER

Dear Bhumikasai,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. * HYDERABAD *

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Bhumikasai Nadipudi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)			
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
COMP 2 (C)			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (C)			
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

airtel

Date: **15/04/2025**

Dear **C Venkaiah,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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ANNEXURE A:

Name	**C Venkaiah**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

C Venkaiah-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail: 121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

SAKARIYA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051929

FIXED TERM EMPLOYMEMT CONTRACT

Dear D SREENATH,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS ECIL

Divya
Hr-Manager

Signature of the Employee

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COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0807
June 24, 2025
Ms. Jyothi Kalluri

APPOINTMENT LETTER

Dear Jyothi,

This is to confirm your contract with **Savantis Solutions as Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Jyothi Kalluri		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
GROSS (A)			
B. NON BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
GROSS (B)			
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
GROSS (C)			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
GROSS (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
SANKALPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

To
Mr. Kathari Phani Kumar,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Kathari Phani Kumar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9250	111000
House Rent Allowance	3700	44400
Professional Development Allowance	925	11100
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2025	24300
Gross Salary (A)	**18500**	**222000**
Statutory Deductions (B)		
Employee Contribution to PF	1776	21312
Employee Contribution to ESI*	180	2160
Professional Tax	150	1800
Net Salary (A-B)	**16394**	**196728**
Employer Benefits (C)		
Contribution to PF	1776	21312
Contribution to ESI*	780	9360
Gratuity	445	5337
Variable Pay**	5500	66000
Cost to Company (A+C)	**27001**	**324009**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

CADSYS

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28-Jul-2025

Dear Kolisetty Lavanya,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758380

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

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a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Compensation and Benefits

Name: Kolisetty Lavanya **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

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17-Jul-2025

Dear Kolisetty Venkata Vijaya Lakshmi,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153057

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Kolisetty Venkata Vijaya Lakshmi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE

Dhruvsoft Services Private Limited
A3, C2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Sambasiva Rao Kondaveeti,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Sambasiva Rao Kondaveeti,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0115
June 24, 2025
Ms. Sri Kavya Koppula

APPOINTMENT LETTER

Dear Sri Kavya,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sri Kavya Koppula		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPUTE (B)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

airtel

Date: **15/04/2025**

Dear **K manoj Kumar,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

airtel

ANNEXURE A:

Name	**K Manoj Kumar**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

K Manoj Kumar-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Mu Sigma

Date: November 18, 2024

Charan Sai Makineni
Candidate ID:C2024374
Narsaraopeta Engineering College

Dear Charan Sai,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

IQAC

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

Mu Sigma

Date: November 18, 2024

Venkata Sai Bharath Namburu
Candidate ID:C2024333
Narsaraopeta College

Dear Venkata Sai Bharath,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist., A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0118
June 24, 2025
Ms. Pavani Nelluri

APPOINTMENT LETTER

Dear Pavani,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
SRINIVASA RAMANUJAN SIDDHANTA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Pavani Nelluri		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
CONTROL (B)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1214

Date: 10th February 2025

Name: Nookathoti Ramanaiah

Letter of Intent

Dear Nookathoti Ramanaiah,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee).** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

Permitted!
SRINIVASA INSTITUTE OF ENGINEERING & TECHNOLOGY
(AUTONOMOUS)
Cheyyeru (V), Amalapuram - 533 201, Konaseema (Dist.), A.P.
IQAC

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....

I have read this Letter of Intent and accept the same

Name: Nockathoti Ramanaiah

College: NEC - NRT

Signature

Date:

Principal
NELLORE INSTITUTE OF ENGINEERING & TECHNOLOGY COLLEGE
(AUTONOMOUS)
SARAPUDI - 524 001, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Novahu Pavuluri,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Novahu Pavuluri,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
KOTAPPET - 522 601, Palnadu (Dist.), A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

IQAC

Principal
NADASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NADASARAOPET - 522 601, Palnadu (Dist.) A.P

movate

Date: 17th March 2025

Dear Pedavalli Kalyan,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

movate

Annexure1				
Salary Working				
Name:	**Pedavalli Kalyan**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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...GNAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...RET - 522601, Palnadu (Dist.), A.P

CREDIT

Bajaj Auto Credit Ltd
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

21-MF 5

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Teja Kumar Pinapati
Mail ID - tejakumarp@gmail.com

Dear **Teja Kumar Pinpati,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as an **Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu Dist., A.P.

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Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I, _____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in _____ by _____.

Signature _____ Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Santhosh Kumar Nuthalapati**

Email ID : nuthalapatiskumar@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

movate

Date: 17th March 2025

Dear Shaik Akhib,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Shaik Akhib**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034
Regd. Address: 8th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Attar Allabakshu Shaik
Mail ID - allabakshushaik@gmail.com

Dear **Attar Allabakshu Shaik,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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(AUTONOMOUS)

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Akurdi, Pune411035, India
Tel +91 20 27472851
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14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE

IQAC

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Hazari Irshad Shaik**

Email ID : shaikhazariirshad@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Offer: Computer Consultancy
Ref: TCSL/DT20245699625/Hyderabad
Date: 28/03/2025

Mr. Jaheer Uddin Shaik
3-25/A,
Peddakambalur,
Kurnool-518594,
Andhra Pradesh.

Dear Jaheer Uddin 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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
SRINIVASA RAMANUJA ENGINEERING COLLEGE

TATA

GROSS SALARY SHEET

Annexure 1

Name	Jaheer Uddin Shaik
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

IQAC

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

CAPE

CEPL/HR/2024-25/232
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Shaik Nagur Meera,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Shaik Nagur Meera,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CAPE

CEPL/HR/2024-25/232
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
MADASAMUDRAM ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0120
June 24, 2025
Mr. Podile Shareef Shaik

APPOINTMENT LETTER

Dear Podile Shareef,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET, Palnadu Dist. A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Podile Shareef Shaik		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENTS	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPANY PAID			
B. NON-BASIC SALARY (NON-BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Rahamathunnisa Shaik**

Email ID : shaikrahamathunnisa@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
MADHAVARAO PATIL ENGINEERING COLLEGE

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Yogeswara Rao Sriram,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Yogeswara Rao Sriram,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited,** Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health Insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

Principal
MADHIRAJU INSTITUTE OF TECHNOLOGY & SCIENCE
(AUTONOMOUS)

CEPL/HR/2024-25/236
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080661
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Varikuti Johnson,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Varikuti Johnson,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE

CEPL/HR/2024-25/236
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Seetha Veerabrahmam,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Seetha Veerabrahmam,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9500	114000
House Rent Allowance	3800	45600
Professional Development Allowance	950	11400
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2150	25800
Gross Salary (A)	**19000**	**228000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	184	2208
Professional Tax	150	1800
Net Salary (A-B)	**16866**	**202392**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	796	9552
Gratuity	457	5481
Variable Pay**	5500	66000
Cost to Company (A+C)	**27553**	**330633**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Vellanki Siva Sai Surya Kumar,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Vellanki Siva Sai Surya Kumar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

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Principal
NARASARAOPETA ENGINEERING COLLEGE

CADSYS

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051848

FIXED TERM EMPLOYMEMT CONTRACT

Dear V HEMANTH KUMAR,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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Principal
NARASARAOPETA ENGINEERING COLLEGE

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

MARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Offer: Computer Consultancy
Ref: TCSL/DT20245699834/Hyderabad
Date: 28/03/2025

Mr. Naveen Yekula
7-7-21/B, Srirampuram,
Narasaraopet,
Guntur-522601,
Andhra Pradesh.

Dear Naveen Yekula,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Principal
TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Corporate Identity Number (CIN): L22210MH1995PLC084781
PRASADA RAO PETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA

GROSS SALARY SHEET

Annexure 1

Name	Naveen Yekula
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda, Palnadu (Dist.) A.P

TCS Confidential
TCSL/DT20245699834

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Yemineni Siva Krishna,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Yemineni Siva Krishna,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522601, Palnadu (Dist.) A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

IQAC

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

Principal
MARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

cognizant

17-Jul-2025

Dear Bavisetti Komal Sai,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153068

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant").**You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure.** You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet (Dist.), A.P.

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET-522 601. Palnadu (Dist.) A.P.

cognizant

Annexure A

Compensation and Benefits

Name: Bavisetti Komal Sai **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

movate

Date: 17th March 2025

Dear Gali Samatha Sharon,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

Principal
NADASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

movate

Annexure1				
Salary Working				
Name:	**Gali Samatha Sharon**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

Principal
NARASARAOPETA ENGINEERING COLLEGE

cognizant

17-Jul-2025

Dear Chaitanya Priya Gopu,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153067

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Chaitanya Priya Gopu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal

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PRASAD V. POTLURI SIDDHARTHA INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)
KANURU, VIJAYAWADA-520 007.

NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051935

FIXED TERM EMPLOYMEMT CONTRACT

Dear G SUNNY,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Principal

IQAC

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

Divya
Hr-Manager

Signature of the Employee

Principal

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(AUTONOMOUS)

Mu Sigma

Date: November 18, 2024

Pavan Kumar Janapati
Candidate ID:C2024378
Narsaraopeta Engineering College

Dear Pavan Kumar,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CEPL/HR/2024-25/239
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
TamilNadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Janjanam Raghavendra,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Janjanam Raghavendra,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CAPE

CEPL/HR/2024-25/239
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0807
June 24, 2025
Mr. Mukesh Kornepati

APPOINTMENT LETTER

Dear Mukesh,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Mukesh Kornepati		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A.BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPANY'S			
B. ALLOWANCES/SALARY (APART FROM BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051938

FIXED TERM EMPLOYMEMT CONTRACT

Dear L NANI,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

movate

Date: 17th March 2025

Dear Machha Gopaiah,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

movate

Annexure1				
Salary Working				
Name:	**Machha Gopaiah**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Megha Naga Sai Nithin Gaddam**

Email ID : meganagasainithin178@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

movate

Date: 17th March 2025

Dear Gannavaram Neelima,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only).** The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P

movate

Annexure1				
Salary Working				
Name:	**Gannavaram Neelima**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034
Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000, www.csscorp.com

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Subbarao Pallapu
Mail ID - subbaraopallapu@gmail.com

Dear **Subbarao Pallapu**,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali Works** on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASIMHAPER ENGINEERING COLLEGE

cognizant

28-Jul-2025

Dear Pavuluri Aswini,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758173

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

cognizant

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

cognizant

Compensation and Benefits

Name: Pavuluri Aswini **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

Principal

(AUTONOMOUS)

21-424

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Balaji Singh Rasaputra**

Email ID : balajisinghr@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Dudekula Sekshavali,
Kakinada, East Godavari District,
Andhra Pradesh.

Dear Mr. Dudekula Sekshavali,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

CADSYS

CAPE

CEPL/HR/2024-25/243
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Shaik Abdul Salam,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Shaik Abdul Salam,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

CAPE

CEPL/HR/2024-25/243
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARPET - 522601, Palnadu (Dist.), A.P.

L&T Technology Services

Ref: LTTS/HR/ET/2024-25/1223 **Date: 10th February 2025**

Name: Sirigudi Kurma Rao

Letter of Intent

Dear Sirigudi Kurma Rao,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of Intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Have successfully cleared the LTTS – Step In program with the required benchmark score
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course
- Should not have any active backlogs at the time of onboarding

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the classroom / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,020/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations, and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within **three** (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

I have read this Letter of Intent and accept the same

Name: Sirigudi Kurma Rao

College: NEC - NRT

Signature

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0123
June 24, 2025
Ms. Mahaboobi Yalamanda Shaik

APPOINTMENT LETTER

Dear Mahaboobi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Mahaboobi Yalamanda Shaik		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPANY (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
SRINIVASA IBRAHEETA ENGINEERING COLLEGE
(AUTONOMOUS)
MADAKASIRA-517 661, Pamadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0125
June 24, 2025
Ms. Navyasri Yenumula

APPOINTMENT LETTER

Dear Navyasri,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC
Principal
ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Navyasri Yenumula		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1 - (A)			
B NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.) A.P.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Brahma Teja Nagisetti**

Email ID : nagisettibrahmateja@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu Dist.

CAPE

CEPL/HR/2024-25/251
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Devarapalli Lavanya,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Devarapalli Lavanya,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CAPE

CEPL/HR/2024-25/251
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

NTHR/24-25/V616

Date:25th November 2024

To
Jakeer Shaik,

Dear Jakeer,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601 Dist.A.P

neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Jakeer Shaik	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051858

FIXED TERM EMPLOYMEMT CONTRACT

Dear SK SAPA MOULALI,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. -

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051942

FIXED TERM EMPLOYMEMT CONTRACT

Dear M LAKSHMAN,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS ECIL

Divya
Hr-Manager

Signature of the Employee

Principal

CEPL/HR/2024-25/247
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011 PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Ramisetty Narasimha Rao,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr.Ramisetty Narasimha Rao,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522 601, Palnadu (Dist.), A.P.

CAPE

CEPL/HR/2024-25/247
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
(AUTONOMOUS)

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD · DEPLOY · SUPPORT

Date: 21 October, 2024

Gopi Nanabala,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Gopi Nanabala**,

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu(Dt.) A.P.

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	Software Developer - I	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Mu Sigma

Date: November 18, 2024

Venkata Sai Kiran Reddy Dwarasila
Candidate ID:C2024345
Narsaraopeta College

Dear Venkata Sai Kiran Reddy,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name _____ Signature _____ Date _____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible], Kotappakonda (Dist.) A.P.

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601 Palnadu (Dist.) A.P.

airtel

Date: **15/04/2025**

Dear **SR Veera Bharath Reddy,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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(AUTONOMOUS)

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ANNEXURE A:

Name	**SR Veera Bharath Reddy**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

SR Veera Bharath Reddy-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 0137 E-mail:121@inairtel.com
Corporate Identity Number: U64201DL1997PLC091001

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda(Dist.) A.P

CREDIT

Bajaj Auto Credit Ltd
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Ashok Kondameeda
Mail ID - ashokkondameeda@gmail.com

Dear **Ashok Kondameeda**,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as an **Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Date. **15/04/2025**

Dear **C Chandra Sekhara Vara Prasad,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari**, which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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Principal
SARAPOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

airtel

ANNEXURE A:

Name	C Chandra Sekhara Vara Prasad
Job Name	Account Manager - SB
Department:	Sales.Emerging Business
Band	SM
Designation	Executive
D.O.J	19/05/2025

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

C Chandra Sekhara Vara Prasad-Signature

IQAC

PRINCIPAL
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.), A.P

CAPE

CEPL/HR/2024-25/255
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011 PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Sripathi Koteswara Rao,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Sripathi Koteswara Rao,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

CEPL/HR/2024-25/255
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes.
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CEPL/HR/2024-25/258
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadem
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Gade Naga Akhila,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Gade Naga Akhila,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

CEPL/HR/2024-25/258
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

Neebal
Technologies

NTHR/24-25/V624

Date:25th November 2024

To
Lokesh Adapala,

Dear Lokesh,
Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **Trainee Software Engineer** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **16th June 2025.** Your base location would be Mumbai,The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT
You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION
You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation

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(AUTONOMOUS)

Neebal
Technologies

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Lokesh Adapala	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	**₹30,442.04**	**₹365,304.50**
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	**₹28,442.04**	**₹341,204.50**
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	**₹34,192.04**	**₹410,304.50**
ADDITIONAL BENEFIT (D)	**₹3,307.96**	**₹39,695.50**
COST TO COMPANY (A+C+D)	**₹37,500.00**	**₹450,000.00**

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC

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SURYA TECH SOLUTIONS

Date: 25-04-2025

EMP ID: 2025051868

FIXED TERM EMPLOYMEMT CONTRACT

Dear K VENKATA SIVA KARTHIK MANI,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CAPE

CEPL/HR/2024-25/261
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Galanki Akhil Kumar,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Galanki Akhil Kumar,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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CEPL/HR/2024-25/261
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

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Date: **15/04/2025**

Dear **A Srikanth,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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ANNEXURE A:

Name	**A Srikanth**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

A Srikanth-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com
Corporate Identity Number: U64201DL1997PLC091001

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

nagarro

Date:17/02/2025

Ballipalli Malleswarai,

Subject: Training Letter

Dear Ballipalli,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 10/03/2025. During the period of training, you would be paid a stipend of **19,000**/- per month. The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance. We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Enterprise Software Pvt. Ltd.**

Swati Yadav
Director

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist), A.P.

nagarro

Name	Ballipalli Malleswari

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	10,028	120,336
Total Monthly (A)	32,528	390,336
Annual Earnings	**Amount**	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	**32,664**	
Total Fixed Compensation (A+B)	**423,000**	
Variable Earnings (C)	**Amount**	
Allocation Bonus ****	22,500	
Organisation Bonus*****	4,500	
Total Potential Compensation (A+B+C)	**450,000**	
Note:		

* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules

** Payment as per Gratuity Act

**** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.

*****The Organisation bonus will be based on the Organisation's performance, and the payout frequency will be as per the current HR policy

Income Tax in respect of the above-mentioned compensation package should be borne by the employee. There would be the following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)

PLs will accrue each month on a prorated basis. The amount of accrual for the month is calculated on the basic pay existing at the end of each month

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CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Vachalya Duddukuri
Mail ID - vachalyaduddukuri@gmail.com

Dear **Vachalya Duddukuri,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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NARASARAOPET - 522601, Palnadu (Dist.) A.P.

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Bajaj Auto Credit Ltd
Akurdi, Pune-411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
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(AUTONOMOUS)

PEPSICO

PRIVATE AND

March 24, 2025

Masthan Nayab Dudekula
45/601, Sulthan Bazar, Proddatur, Andhra Pradesh 516360 India

Dear Archana Devi Gunji,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Senior Executive - Data & Analytics**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu Dist., A.P.

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ANNEXURE A

Name of Candidate: Masthan Nayab Dudekula
External Title – Function: Senior Executive-Data & Analytics
DOJ: August 7, 2025

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs203,697.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs271,303.00
[illegible]	[illegible]	[illegible]
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs24,444.00
Gratuity	4.81% of Basic	INR Rs9,798.00
[illegible]	[illegible]	[illegible]
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs47,500.00
[illegible]	[illegible]	[illegible]

Signed by Naga Mounika Tadepalli | nagamounikatadepalli@gmail.com | 7/9/2023 12:23:27 PM UTC | 49.43.219.22

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dt.), A.P.

airtel

Date: **15/04/2025**

Dear **J Remo,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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airtel

ANNEXURE A:

Name	J Remo
Job Name	Account Manager - SB
Department:	Sales.Emerging Business
Band	SM
Designation	Executive
D.O.J	19/05/2025

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
J Remo-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com
Corporate Identity Number: U64201DL1997PLC091001

PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Venkata Kalyan Jupalli**

Email ID : jvkalyan12@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

17-Jul-2025

Dear Kakarla Amrutha,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153042

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure.** Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed internship (if offered to you).

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(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dt.) A.P.

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

IQAC

Principal
NARASIMHAREDDY ENGINEERING COLLEGE
(AUTONOMOUS)

cognizant

Annexure A

Compensation and Benefits

Name: Kakarla Amrutha **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
NARASARAOPETA ENGINEERING COLLEGE

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Dhanunjaya Reddy Kallam**

Email ID : kdhanunjayareddy@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

Date: **15/04/2025**

Dear **K Karthik,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited.** The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

airtel

ANNEXURE A:

Name	K Karthik
Job Name	Account Manager - SB
Department:	Sales.Emerging Business
Band	SM
Designation	Executive
D.O.J	19/05/2025

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Pavable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

K karthik-Signature

Regd. Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail: 121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0769
June 24, 2025
Ms. Kusuma Lanka

APPOINTMENT LETTER

Dear Kusuma,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE – A			
NAME	Kusuma Lanka		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPUTE (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

movate

Date: 17th March 2025

Dear Modadugu Venkata Rama Suresh,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu(Dist.) A.P.

movate

Annexure1				
Salary Working				
Name:	**Modadugu Venkata Rama Suresh**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034
Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Yamuna Modugula**

Email ID : modugulayamuna123@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - **Narasaraopeta Engineering College**
Name - Muddinedi Yoga Amulya
Mail ID - tamuddinediamulya@gmail.com

Dear **Muddinedi Yoga Amulya,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27475398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0774
June 24, 2025
Ms. Nazma Shaik

APPOINTMENT LETTER

Dear Nazma,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025**.
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H. V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Nazma Shaik		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1 (A)			
B. ALLOWANCES SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
SARADHI ENGINEERING COLLEGE

airtel

Date: **15/04/2025**

Dear **O Swathi,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari**, which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

airtel

ANNEXURE A:

Name	**O Swathi**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500
*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company. **Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.		
An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.		
Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you		

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
O Swathi-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

IQAC

Principal
NAGARJUNA ENGINEERING COLLEGE
(AUTONOMOUS)
NAGARJUNAPET - 524 601, Pakala (Dist.) A.P.

Date: **15/04/2025**

Dear **P Raghavendra,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited.** The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

airtel

ANNEXURE A:

Name	P Raghavendra
Job Name	Account Manager - SB
Department	Sales.Emerging Business
Band	SM
Designation	Executive
D.O.J	19/05/2025

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary. As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

P Raghavendra-Signature

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Parella Rohith,
Nandyal, Nandyal District,
Andhra Pradesh.

Dear Mr. Parella Rohith,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company s procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

IQAC

NARASARAOPETA ENGINEERING COLLEGE (AUTONOMOUS) NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS

airtel

Date: **15/04/2025**

Dear **P Ravindra Babu,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited.** The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

airtel

ANNEXURE A:

Name	**P Ravindra Babu**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
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II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
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3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
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Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Ravindra Varma.

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
P Ravindra Babu-Signature

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CEPL/HR/2024-25/207
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Pilli Bhavana,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Pilli Bhavana,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/207
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0779
June 24, 2025
Mr. Naga Krishna Pokala

APPOINTMENT LETTER

Dear Naga Krishna,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Payani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Naga Krishna Pokala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP1: (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)			
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)			
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CAPE

CEPL/HR/2024-25/214
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Ravuvari Ajay Kumar,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Ravuvari Ajay Kumar,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu Dist. A.P.

CAPE

CEPL/HR/2024-25/214
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Sanampudi Pavan Kalyan,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Sanampudi Pavan Kalyan,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Locking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9500	114000
House Rent Allowance	3800	45600
Professional Development Allowance	950	11400
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2150	25800
Gross Salary (A)	**19000**	**228000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	184	2208
Professional Tax	150	1800
Net Salary (A-B)	**16866**	**202392**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	796	9552
Gratuity	457	5481
Variable Pay**	5500	66000
Cost to Company (A+C)	**27553**	**330633**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS

CAPE

CEPL/HR/2024-25/217
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Seethalapu Dhanush,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Seethalapu Dhanush,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

CEPL/HR/2024-25/217
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Althaf Raj Shaik
Bangalore

Dear Althaf Raj,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and Provident Fund contributions, etc.as per applicable laws and contractual terms, from time to time.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist) A.P

Clarivate™

Annexure I - Total Rewards (A + B + C + D)

Name : Althaf Raj Shaik
Reporting Manager : Mayuri Ghosh

Title : Associate Software Engineer
Department : Technology

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	**Amount INR**
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00**% of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET -522 601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051904

FIXED TERM EMPLOYMEMT CONTRACT

Dear SK CHINNA SAIDA,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY & MANAGEMENT
(AUTONOMOUS)
Dundigal, Hyderabad - 500 043, Telangana

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS ECIL

Divya
Hr-Manager

Signature of the Employee

Principal

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Date: **15/04/2025**

Dear **SK Mansoor Basha,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari**, which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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ANNEXURE A:

Name	**SK Mansoor Basha**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

SK Mansoor Basha-Signature

Regd. Office:Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 114166 6137 E-mail:121@in.airtel.com,
Corporate Identity Number: U64201DL1997PLC091001

MADASAHEB GADKARI ENGINEERING COLLEGE

airtel

Date: **15/04/2025**

Dear **S Venkata Bhargav,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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ANNEXURE A:

Name	**S Venkata Bhargav**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

S Venkata Bhargav-Signature

Principal

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Sripathi Srinivas,
Narasaraopeta, Palnadu District,
Andhra Pradesh.

Dear Mr. Sripathi Srinivas,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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CADSYS (INDIA) LIMITED Hyderabad

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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CADSYS

movate

Date: 17th March 2025

Dear Thanamchintala Chiranjeevi,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar wi th all the applicable policies and

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Annexure1				
Salary Working				
Name:	**Thanamchintala Chiranjeevi**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

cognizant

17-Jul-2025

Dear Thanneeru Guneswari,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153041

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

cognizant

Annexure A

Compensation and Benefits

Name: Thanneeru Guneswari **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Principal
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051907

FIXED TERM EMPLOYMEMT CONTRACT

Dear T KARTHIK,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

...ETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC
NARASARAOPET - 522601, Palnadu (Dist.), A.P

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS ECIL

Divya
Hr-Manager

Signature of the Employee

NAAC
COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21-456

Mu Sigma

Date: November 18, 2024

Ankammarao Vallem
Candidate ID:C2024323
Narsaraopeta College

Dear Ankammarao ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2026**	5,00,000 (PA)				
2	**1st Jump - Jan 2026** Compensation Revision		6,50,000 (PA)			
3	**2nd Jump - Jan 2027** Compensation revision			8,00,000 (PA)		
4	**3rd Jump - Jan 2028** Compensation revision				10,50,000 (PA)	
5	**Total Cost to Company**					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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NARASARAOPETA ENGINEERING COLLEGE

CAPE

CEPL/HR/2024-25/221
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Yamarthi Siva Gopi,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Yamarthi Siva Gopi,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year. After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/221
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

cognizant

28-Jul-2025

Dear Akkinapalli Rama Tulasi,
B.Tech, Electronics & Communication Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37758717

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits.** Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601

a) You could be onboarded directly and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
b) You could be onboarded directly to business and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.**

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

Compensation and Benefits

Name: Akkinapalli Rama Tulasi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0101
June 24, 2025
Mr. Sai Akhil Tej Amanchi

APPOINTMENT LETTER

Dear Sai Akhil Tej,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025**.
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
RAMAPRAPE ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE-A			
NAME	Sai Akhil Tej Amanchi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP3 (%)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL			
COMP2 (%)			
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
COMP4 (%)			
Service Tax			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL			
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

September 12, 2025

Dear **Anumalasetty Meghana.**

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

date," i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051913

FIXED TERM EMPLOYMEMT CONTRACT

Dear B PAVAN KUMAR,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal
KARASARAGUPTA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Principal
NARAGARAOPETA ENGINEERING COLLEGE
AUTONOMOUS)
Chilakaluripet (Dist.) A.P

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P

Offer: Computer Consultancy
Ref: TCSL/DT20245699134/Hyderabad
Date: 28/03/2025

Mr. Sparjan Raju Chintaguntla
25-8-28, 2nd Lane, Ramnakshetram,
Guntur-522004,
Andhra Pradesh.

Dear Sparjan Raju Chintaguntla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET

Annexure 1

Name	Sparjan Raju Chintaguntla
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,625	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

airtel

Date: **15/04/2025**

Dear **G Lakshmi Manasa,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**

1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:

i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.

ii. If any documents furnished by you for this employment is found false/fabricated.

iii. Adverse report of your background verification.

The terms and conditions of appointment shall be effective from your date of joining.

1.2 You will initially report to **Kiran Poojari,** which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**

2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.

2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**

3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

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ANNEXURE A:

Name	**G Lakshmi Manasa**
Job Name	**Account Manager - SB**
Department:	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

G Lakshmi Manasa-Signature

Principal
VARADARAJAN ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Datta Kanish Kakumanu**

Email ID : dattakanishk@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0104
June 24, 2025
Mr. Venkata Revanth Manideep Kallagunta

APPOINTMENT LETTER

Dear Venkata Revanth Manideep,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Revanth Manideep Kallagunta		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
[illegible]	[illegible]	[illegible]	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

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Principal
[illegible] ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist. A.P.

CEPL/HR/2024-25/224
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Kanamarlapudi Vamsi Krishna,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Kanamarlapudi Vamsi Krishna,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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CEPL/HR/2024-25/224
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

Clarivate™

PRIVATE AND CONFIDENTIAL

February 3, 2025

Hari Krishna Reddy Karasani
Bangalore

Dear Hari Krishna Reddy,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Software Engineer** role ("Position").

Congratulations!

We are delighted to set out below the terms and conditions of your employment with Clarivate Analytics (India) Private Limited. The terms and conditions of this letter with all Annexures ("Letter") and any and all internal policies, shall govern your employment with the Company.

1. **Commencement Date**

   a. Your employment with the Company commences on **August 4, 2025** ("Effective Date").

2. **Initial Position, Work Description, Title Use and Work Base & Additional Terms**

   a. Your work base at commencement of your employment will be **Bangalore**. While the company has a hybrid remote working approach, you may be required to come to office location if your role requires you to work from office premises / to attend any training. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. These may from time to time be revised, by way of a written notice to you.

   b. You shall devote your entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the reporting manager or his / her designate(s), as applicable. You agree that you shall not undertake other business activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.

   c. The Company reserves the right to re-designate or revise your Position or work description at any time by way of a written notice to you and in compliance with applicable laws.

   d. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. "Group Company" means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

   e. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this Letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

   f. Certain additional terms and conditions of your employment with the Company are detailed in the Annexures to this Agreement and shall also be applicable to you.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I. Your remuneration includes a variable annual incentive bonus (AIP) or legacy incentive bonus (LIP) ("Annual Bonus") as set out in Annexure I B. You hereby agree that the Annual Bonus is in lieu of bonus based on profits payable under the Payment of Bonus Act, 1965 ("Bonus Act"), as per the terms set out in Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other statutory contributions, etc.as per applicable laws and contractual terms, from time to time.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Annexure I - Total Rewards (A + B + C + D)

Name : Hari Krishna Reddy Karasani | **Title : Associate Software Engineer**
Reporting Manager : Mayuri Ghosh | **Department : Technology**

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	300,000
Flexible Pay (per annum)	414,000
Provident Fund (12% Basic Salary) (per annum)	36,000
Base Pay (Total Fixed Pay)	**750,000**

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus plan based on Company & personal objectives with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **60,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA)):	Insurance covers disability & death due to accident. Total Sum Cover: Total Sum Cover: 5 times of CTC (Total Fixed Pay)

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Kollipuri Srihari,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Kollipuri Srihari,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

Principal
VARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dt.) A.P.

CADSYS

Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Date: 21 October, 2024

Narasimha Nayudu Konda,
Narasaraopeta Enginering College.

Subject: Offer Letter for Employment with Dhruvsoft Services Private Limited

Dear **Narasimha Nayudu Konda,**

It is a pleasure to issue this offer letter for employment in **Dhruvsoft Services Private Limited**, Hyderabad subject following terms and conditions as below.

Please note that this is only an offer letter for employment and not the appointment letter; that will be issued to you only after joining. This letter notifies you of some important conditions of employment.

1. POSITION

You will be designated as **Software Engineer Trainee** in our organization Dhruvsoft Services Private Limited

2. START DATE

Your employment with the Company shall commence on **1st June 2023** ("the Start Date") **or such earlier date** as is agreed between you and the Company. In case there is any change in the date you can communicate to us and based on mutual agreement we can revise the joining date.

3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

a. An employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
b. Verification of documents listed in Appendix 1 of this letter.
c. Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
d. You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of

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Dhruvsoft Services Private Limited
A3, Q2, 10th Floor, Cyber Tower,
Hi Tec City, Madhapur,
Hyderabad - 500081

Dhruvsoft
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Appendix – 2

Salary Breakup

Salary Breakup		
Year 1		
Designation	**Software Developer - I**	
(A) Components of Salary		
Basic	10,833	1,30,000
HRA	5,417	65,000
Conveyance Allowance	1,600	19,200
Performance Bonus	1354	16250
Retention Bonus	1354	16250
Statutory Bonus	2000	24000
CCA	57	688
Total (A)	**22,616**	**2,85,788**
(B) Benefits		
Certification Allowance	1200	14400
PF Employer Contribution	1300	15,600
Health Insurance	247	2962
Gratuity	521	6250
Total (B)	**3,268**	**39,212**
(C) Deductions		
PF Employee Contribution	1,300	15,600
Professional Tax	200	2,400
Total (C)	**1,500**	**18,000**
Net Take Home (A-C)	**21,116**	**2,67,788**
Total CTC (per annum)	**25,883**	**3,25,000**

1. Taxation will be governed by the Income Tax rules. The Company will be deducting the taxes at source as per the income tax guidelines.
2. Non-taxable part of your salary is paid only subject to the bills provided by you on a monthly basis. In case, if you do not submit the bills to us then the reimbursements are paid to you as Special Allowances, which will be a part of your taxable income.
3. During the commitment period, in case you go on paid or unpaid leave for more than 30 days; the commitment period of one year will increase by as many days as the number of days of absence/leave.
4. Health insurance of INR 200000 is provided for employee, spouse and up to two dependent children subject to terms of Group Health Insurance policy. The health insurance amount is based on the number of persons covered.

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(AUTONOMOUS)

movate

Date: 17th March 2025

Dear Kothamasu Praneeth,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

movate

Annexure1				
Salary Working				
Name:	**Kothamasu Praneeth**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

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(AUTONOMOUS)
Narasaraopet (Dist.) A.P

SURYA TECH SOLUTIONS

LEADING SERVICE PROVIDER TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025031872

FIXED TERM EMPLOYMEMT CONTRACT

Dear K VENKATA PRAVEEN RAJU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Pawuluru (Dist.), A.P.
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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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Pinnelli (Dist.), A.P
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Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS PROPRIETOR ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699282/Hyderabad
Date: 28/03/2025

Mr. Durga Prasad Maddiguntla
30/35, Revenue Quarters,
Nandyal-518501,
Andhra Pradesh.

Dear Durga Prasad Maddiguntla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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(AUTONOMOUS)

TCS Confidential
TCSL/DT20245699282

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Durga Prasad Maddiguntla
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
KOTAPPAKONDA ROAD

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Regd. Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Telephone: 91 22 6778 9595, Fax: 91 22 6778 9596, Website: www.tcs.com
Corporate Identity Number: L22210MH1995PLC084781

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Leela Nagapavani Manduru
Mail ID - mlnagapavani@gmail.com

Dear **Leela Nagapavani Manduru,**

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

Principal
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on **07th July 2025**. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

AT 2025 Batch

Date - 24 June 2025
College Name - Narasaraopeta Engineering College
Name - Leela Nagapavani Manduru
Mail ID - mlnagapavani@gmail.com

Dear **Leela Nagapavani Manduru**,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Tenali** Works on the following terms and conditions:

1. You will be designated as **an Apprentice Trainee.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 22,166/-** per month. You may be eligible for conveyance up to Rs. 7,000/- per month, subject to the applicable policy.
4. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from the date of this appointment, then this Training will automatically come to an end, and you will stand relieved.
5. After passing your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will come to an end automatically.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. You will take up such assignments / duties, as may be given to you by the management from time to time, in any office, branch or division of this Company or in any subsidiary of this Company or in its holding company, or in any Company in which this Company has financial or other interest.
9. While you are in the service of the Company, you will abide by the working hours and other Standing orders, code of conduct of the company, rules and regulations as applicable to the department, branch or place of your posting. Any violation of these may result in appropriate disciplinary action including termination of your service without any notice or salary in lieu of thereof.
10. The Company lays emphasis on all statutory compliance, and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise.

Principal
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(AUTONOMOUS)

CREDIT

Bajaj Auto Credit Ltd.
Akurdi, Pune 411035, India
Tel +91 20 27472851
Fax +91 20 27473398

14. As part of your employment with the Company you may become aware of, or otherwise come into the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information").

15. You shall not, during and after your employment with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.

16. You will not use Confidential Information for the benefit of yourself or others outside the Company.

17. If at any time your role with the Company is of a nature that requires you to conduct, advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise, (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.

18. On completion of training, you will be relieved of service and there shall be no obligation whatsoever to offer you employment with the company.

19. You will join the duties on 07th July 2025. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,
For Bajaj Auto Credit Limited,

Authorized Signatory
Human Resources

Encl: As above.

I,_____, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in_____by _____.

Signature_____Date _____

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0107
June 24, 2025
Mr. Abdul Basha Mogal

APPOINTMENT LETTER

Dear Abdul Basha,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601 (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Abdul Basha Mogal		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	**Yearly**	**Monthly**	**REMARKS**
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1 (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0783
June 24, 2025
Mr. Manoj Kumar Nakarakanti

APPOINTMENT LETTER

Dear Manoj Kumar,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Manoj Kumar Nakarakanti		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMPUTATION			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 603, 6th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Paleti Prem Kumar,
Palakollu, West Godavari District,
Andhra Pradesh.

Dear Mr. Paleti Prem Kumar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522 601, Palnadu (Dist.), A.P.

CADSYS

CEPL/HR/2024-25/264
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Pallapothu Sai Lakshman Teja,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Pallapothu Sai Lakshman Teja,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/264
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS

CADSYS (INDIA) LTD

Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

10th April, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2026

To
Mr. Palle Tirumala Sivannarayana,
63-9-1013, 07th Line Balaji Nagar,
Old Guntur, Andhra Pradesh – 522001.

Dear Mr. Palle Tirumala Sivannarayana,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **12th April, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

Principal
VASIREDDY VENKATADRI INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)
NAMBUR (V), PEDAKAKANI (M), GUNTUR (DT), A.P.

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Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADS INDIA LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees Ono Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist), A.P.

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2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0814
June 24, 2025
Ms. Yaswitha Meduri

APPOINTMENT LETTER

Dear Meduri,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.saventis.com

ANNEXURE - A			
NAME	Yaswitha Meduri		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1 (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)			
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)		0	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
VISHNU INSTITUTE OF TECHNOLOGY COLLEGE
(AUTONOMOUS)
BHIMAVARAM-534 202, Pallakollu (Dist.), A.P.

airtel

Date: **15/04/2025**

Dear **SK Turimella Khajafir,**

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Account Manager - SB** at **Executive** level in the **Sales.Emerging Business** department in band **SM** in **Bharti Airtel Services Limited**. The terms and conditions of your appointment are as follows:-

1. **APPOINTMENT AND REPORTING:**
   1.1 This offer of appointment is purely provisional subject to your joining on or before **19/05/2025** and it shall stand withdrawn forthwith in the event of following:
      i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
      ii. If any documents furnished by you for this employment is found false/fabricated.
      iii. Adverse report of your background verification.

      The terms and conditions of appointment shall be effective from your date of joining.
   1.2 You will initially report to **Kiran Poojari**, which can subsequently be changed at the sole discretion of the company.

2. **EMOLUMENTS AND TAXES:**
   2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
   2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
   2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. **TERMINATION:**
   3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on

IQAC
PRAGATI ENGINEERING COLLEGE (AUTONOMOUS)

airtel

ANNEXURE A:

Name	**SK Turimella Khajafir**
Job Name	**Account Manager - SB**
Department	**Sales.Emerging Business**
Band	**SM**
Designation	**Executive**
D.O.J	**19/05/2025**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	1,60,200
2	PF	21600**
3	Gratuity	7,706
4	Interim Statutory Bonus	30,000
Total – I		2,19,506
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	Supplementary Allowance	As per Actuals
3	Special Allowance	Actuals, as Opted for
4	Mediclaim Insurance	As per Company Policy
Total – II		1,20,919
Total Fixed Pay (A) = I + II		3,40,425
Total Variable Pay (B)*		60,075
Total Cost to the Company (TCC) = A + B		4,00,500

*Payable as per the **Annual Performance Bonus Scheme** and **Annual Performance Bonus Policy or SIP Policy of the Company**, as applicable of the Company.
**Amount is indicative, actual PF will be calculated as per PF norms, subject to maximum of INR 21600 per annum.

An amount of INR 30,000/- per annum (monthly capping of INR 2500) will be reimbursed on account of business travel on submission of expense claim on expense portal. This is applicable only for band SM (specific roles) and Management reserves the right to modify or terminate this benefit without prior notice.

Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

_____
SK Turimella Khajafir-Signature

Regd. Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India
Tel: +91 11 4666 6100 Fax: +91 11 4166 6137 E-mail: 1210@airtel.com
Corporate Identity Number: U[illegible]PLC009[illegible]

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

IQAC

movate

Date: 17th March 2025

Dear Chennakesavula Vamsi,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

Principal
HARAGARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NAGARJUNA NAGAR, Palnadu Dist, A.P.
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movate

Annexure1				
Salary Working				
Name:	**Chennakesavula Vamsi**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance				
*** Payable as per shift allowance guidelines				

PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0128
June 24, 2025
Ms. Anu Neeli

APPOINTMENT LETTER

Dear Anu,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
KARABARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
KARABARAOPETA - 521231, Polavaram(Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Anu Neeli		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0823
June 24, 2025
Mr. Lokesh Chinta

APPOINTMENT LETTER

Dear Lokesh,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P. Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Lokesh Chinta		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)			
B. NON BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
[illegible]	[illegible]		
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible], Pallaku (Dist.), A.P.

HCLTech

hcltech.com

Offer Release Date: December 9, 2025

Dear BODDU SRIKANYA,
`4-9-16/2,Pathuru
`4-9-16/2,Pathuru, Narasaraopet,
Andhra Pradesh, India, 522601
Document ID - 9c785492-067e-4365-9e0e-8af40513796e

Subject: Welcome to HCLTech – Your Journey Begins Here!

Dear BODDU SRIKANYA,

Congratulations and welcome to the HCLTech family!

We are happy to welcome you at **HCL Technologies Limited** as a **Graduate engineer Trainee** in **Band E1.1**

Your joining date is scheduled for **January 7, 2026,** subject to the successful completion of all pre-joining process. We're here to support you every step of the way as you prepare for this exciting new chapter.

Your annual compensation will be **INR 3.25 lakh** including allowances and statutory benefits. This compensation will be applicable to you after successful completion of the in-person training of up to 13 weeks and HCLTech Skill Assessment and detailed structure shall be provided accordingly. During the training period you will be designated as **Trainee** and paid a monthly stipend of INR **16,000/-,** it may be subjected to deduction of tax, if any. The applicable statutory benefits will be provided accordingly.

Please refer to **Annexure I** for further details and ensure that you submit all required documents listed in **Annexure II** before your joining date. This is essential for the validation of your appointment.

We encourage you to review the terms, conditions and annexures carefully. **Annexure III** provides details on the various compensation components and selected benefits that we will offer you as a part of the HCLTech family. **Annexure IV** describes your general obligation towards the Company.

To confirm your acceptance, kindly respond within **3 days** of receiving this email. If you are unable to join on the specified date, please inform us at the earliest, as the offer will otherwise stand withdrawn.

Once again, congratulations! We are thrilled to welcome you to HCLTech and can't wait to see the incredible things you'll accomplish with us.

Yours truly,
For HCL Technologies Limited

Authorized Signatory

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t. +91 0120 6126 25000 f. +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

IQAC

Debasis Sarkar
Executive Vice President, Head-Global Rewards

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi - 110009, India

Principal
NAGARJUNA COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P

IQAC

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

To
Mr. Pragada Hima Koti Vignesh,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Pragada Hima Koti Vignesh,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

CADSYS

September 12, 2025

Dear **Tummalapalli Saiteja**,

Congratulations, we are pleased to inform you that you have successfully cleared the interview process for the position of **Project Engineer** which will be in Career Band **TRB-II** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Salary structure. This same will be updated in your formal offer letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro

Components	**Figures (INR Per Annum)**
Basic Salary	1,40,040
House Rent Allowance (if availed)	70,020
Bonus (estimated but paid as per Company policy)	28,008
Wipro Benefits Plan as per Company policy	58,188
Provident Fund (Employer Contribution)	21,600
Gratuity as per applicable law	7,440
ESI (Employer Contribution) as per law	7,200
Variable Pay (as per eligibility)	17,508
Target Cost to Company (Per Annum)	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us. Your confirmation of interest is a pre-condition to the issuance of the offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout, this is being referred to as 'merging date'. The bonus will be paid as per the details and will be subject to applicable payroll taxes and withholdings:

Year	**Bonus (INR)**
End of 6 months	25,000
End of 18 months	25,000 - 75,000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the terms and conditions:

I. The gross bonus amount paid will be recovered in case you leave the organization prior to the 'retention

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.
IQAC

date,' i.e., 24 months from the effective date of the bonus. This will be applicable to all 4 tranches or installments of bonus payouts as per the table above.

In the event of a recovery, while computing income tax under the Income Tax Act of India:

- If the payout and recovery are within the same financial year, your annual earnings will be adjusted with the bonus amount.
- However, if the recovery is in the subsequent financial year, your annual earnings of the previous financial year will not be adjusted with the bonus amount. In such an event, a bonus recovery letter will be provided to you for claiming a tax refund at the time of filing returns.

II. The special bonus is subject to:

- You being "active" in the services of the company and not serving a notice period.
- Your employment not being terminated for poor performance or for cause prior to the retention date.
- You not having abandoned your job as of the retention date.
- you meeting satisfactory performance levels i.e. rated ?meets expectations? or above and
- You not being on bench/free-pool/un-billed for an extended period.

III. If you are on loss of pay or sabbatical leaves, the bonus payout will defer to the subsequent quarter of your return from loss of pay or sabbatical.

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in the applicable local currency in accordance with the applicable exchange rate, as per company policy.

V. If you remain employed with Wipro through the merging date of the respective installment, then the bonus amount will be merged (added) to your then-current India total annual compensation. The bonus amount will be allocated proportionately to all components (including Variable Pay) of your current salary structure.

VI. The Company reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance, the Company's decision on the payout will be final and binding.

Pre-Skilling Hiring Guidelines:

- You need to have a working laptop with proper internet connectivity.
- Overall attendance of 90% is mandatory for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as abandonment of the program.

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal offer letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,

Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu Dist. A.P.

Signed by : Tummalapalli Saiteja
Date : 12.09.2025 08:43:20 IST

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0130
June 24, 2025
Ms. Sruthi Inampudi

APPOINTMENT LETTER

Dear Sruthi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary Information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
MADARAJOGEYA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible] Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sruthi Inampudi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	**Yearly**	**Monthly**	**REMARKS**
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P



*Dear **Ramya**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Ramya Vadapalli**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.



Date: February 17, 2025

Ms. Ramya Vadapalli

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: 9, 1st Floor, 7th & 8th
Flat, Aparna Hi-Tech Park, Opp. Inorbit
Hyderabad, Telangana, India
040 - 4547 4847 | www.cadsys.com
CIN No. L72200TG1992PLC014756

Confidential

10th April, 2025

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

To
Mr. Palaka Kiran,
10-33, SC Colony, Garugubilli,
Parvathipuram, Andhra Pradesh – 535463.

Dear Mr. Palaka Kiran,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate from your previous employer(s) as applicable

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **12th April, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

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Secrecy and Duty

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, undertakings, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
KOTAPPAKONDA, Guntur Dist. A.P.

IQAC

CADSYS

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Liquidated Damages

(a) You acknowledge and agree that [illegible] perform at this end date. You further [illegible] without undergoing this training.

(b) You acknowledge and agree that as an employee of [illegible] information from customers, all users the world. Any breach or [illegible] information not only causes a reputation damage to the company but also [illegible] international market.

(c) You further acknowledge and agree that in lieu of the special training given and the [illegible] services you were provided with, it may not be possible for the company to accurately [illegible] and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to these matters in clause (a) to clause (c), if your employment is terminated for [illegible] or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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CADSYS

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ANNEXURE A

SALARY BREAK UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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Principal
CADSYS
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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0828
June 24, 2025
Ms. Tulasi Bandaru

APPOINTMENT LETTER

Dear Tulasi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Tulasi Bandaru		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP1 (A)			
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)			
COMP2 (A+B)			
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)			
COMP3 (A+B+C)			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20245699598/Hyderabad
Date: 28/03/2025

Mr. Mallikharjuna Rao Kattamuri
13-2-127, Venkatareddy Nagar,
Narasaraopet-522601,
Palnadu,
Andhra Pradesh.

Dear Mallikharjuna Rao Kattamuri,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Phone: +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 Career Services Group, 105, 2nd Floor, Salarpuria Sattva Knowledge City, Raidurg, Hyderabad - 500 081

TATA

GROSS SALARY SHEET Annexure 1

Name	Mallikharjuna Rao Kattamuri
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL-GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

To
Mr. Yedluri Kiran Kumar,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Yedluri Kiran Kumar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc, relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

ENGINEERING COLLEGE
AUTONOMOUS)
Rajahmundry, Rajanagaram, Rajahmundry (Dist.) A.P.

IQAC

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

IQAC

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADENCE INDIA LIMITED Hyderabad

IQAC

ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS



*Dear **Venkatesh**,*

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

Principal
VIGNANA BHARATHI INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)
Kesanapalli (V), Pedanandipadu (Dist.), A.P.



Date: February 17, 2025

Mr. Venkatesh Kanugula

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **July-2025** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **530,000.00** (**Five Lakh Thirty Thousand Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 212000.00 2. House Rent Allowance - INR 212000.00 3. Provident Fund (employer contribution) - INR 25440.00 4. Leave Travel Allowance - INR 80560.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2026** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Adita Chatterjee**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/17/2025

I, the undersigned, **Venkatesh Kanugula**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date

Principal
SARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

IQAC

21471A0201

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 500
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. AINABATHINI SATISH,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. AINABATHINI SATISH,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.

As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.

You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

21471A0202

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Yannam Mahima Deva Prasad,
Ongole, Prakasam District,
Andhra Pradesh.

Dear Mr. Yannam Mahima Deva Prasad,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company s procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist.

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - [illegible]

CADSYS

21471A0208

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051849

FIXED TERM EMPLOYMEMT CONTRACT

Dear G SRIKANTH,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SYSTEMS

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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Principal
HARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
HARASARAOPET - 522 601, Palnadu (Dist.) A.P.

21471A0209

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Koteswara Rao Kambala**

Email ID : kkrao123@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLL
(AUTONOMOUS)
NARASARAOPET

21471A0211

ANALYSE GLOBAL NEX PVT LTD
GST No: 09ABBCA3929M1ZC | CIN No.: U78100DL2024PTC436802
S22, KH No 14, FLAT B8, FIRST FLOOR KHIRHI EXT, NEW DELHI – 110017

OFFER OF EMPLOYMENT

Candidate Name : Kotte Gayathri
Designation : GET

Dear **Kotte Gayathri,**

We are pleased to offer you the position of **GET** at **Analyse Global Nex Pvt Ltd**, effective from **20-May-2025**, on the following terms and conditions:

1. **POSTING**
   - You will be initially deployed at Premier Energies Photovoltaic Private Limited Plot No.8/B/1&2,Sy no.62(P)&88(P) E City, Fab City, Ravirala Village, Maheshwaram Mandal, R R Dist, Hyderabad - 501141, Telangana.

2. **DUTIES**
   i. You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.
   ii. Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern.
   iii. You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.

3. **CONFIDENTIALINFORMATION**
   i. Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

4. **SERVICE RULES, DISCIPLINE and GRIVENCES**
   i. During your employment with us, you will not be associated yourself with such activities, as in the opinion of the Management will be harmful or detriment al to the interest of the company.
   ii. You will be abide the rules and regulations, which are in force and also by any additions and/or the amendments that may be bought into force thereto and rule governing business conduct and secrecy as decided from time to time by the Management.

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRHI EXT
NEW DELHI – 110017.

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact:
Ph : +91 8480980019
Mail : recruitments@agnp.com
Info : https://agnp.com

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A P

5. It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered in effective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.

6. **PERIOD OF SERVICES and NOTICE PERIOD PAY.**

I. During the period of your engagement your services can be terminated by either side by giving 15days notice or 15 days ' pay in lieu thereof at the company direction.

II. In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period.

III. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the Company and you shall be covered under them.

IV. Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regards to the subject matter.

7. **Acknowledgement & Acceptance**

I, **Kotte Gayathri**, accept the offer of employment and agree to abide by the terms and conditions mentioned in this letter.

Authorized Signatory

Accepted and agreed

Analyse Global Nex Pvt. Ltd.

Signature: _____

Date: _____

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRKI EXT,
NEW DELHI – 110017

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact:
Ph : +91 848090[illegible]19
Mail : recruitment[illegible]gnpl.com
Info : https://agnpl.com/

IQAC

PRAGATI ENGINEERING COLLEGE
NARASARAOPET (AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

ANALYSE GLOBAL NEX PVT LTD
GST No: 09ABBCA3929M1ZC | CIN No: U78100DL2024PTC436802
S22, KH No 14, FLAT B8, FIRST FLOOR KHIRHI EXT, NEW DELHI – 110017

Salary Annexure Details

Annexure (Private & Confidential)		
Employee Name	Kotte Gayathri	
Employee ID	2300212	
Designation	GET	
Subject	Compensation Breakup for the Position of **GET**	
Effective From	20-May-2025	
PARTICULARS		
GROSS SALARY	**Amount (in Rs. PM)**	**Amount (in Rs. PA)**
Basic	4,999	59,988
DA	9,262	111,144
Washing Allowance	2,000	24,000
Special Allowances	657	7,884
Statutory Bonus	1,188	14,255
Total (A)	**18,106**	**217,271**
Worker's Contributions		
Employee's PF	1,800	21,600
Employee's ESI	121	1,452
Professional Tax	150	1,800
****Net Take Home**	**16,035**	**192,419**
Employer's Contributions		
Gratuity	686	8,232
Corporate Health Insurance	-	-
Employer's PF	1,950	23,400
Employer's ESI	523	6,276
Total CTC (A+B)	**21,265**	**255,179**
Addl benefits- Attendance bonus will paid on 95% of attendance& leave encashment will paid on Basic+DA for not utilizing leave for same month.		
** Subject to applicable taxes		

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRHI EXT,
NEW DELHI – 110017.

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact: PH : +91 [illegible]
Mail : recruitments@agnpl.com
Info : https://agnpl.com

IQAC

21471A0215

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245699192/Hyderabad
Date: 28/03/2025

Ms. Sneha Ramisetty
9/28, Near Gowtham School,
Sai Kuteer Road,
Proddatur-516360,
Andhra Pradesh.

Dear Sneha Ramisetty,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Sneha Ramisetty**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TCS Confidential
TCSL/DT20245699192

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

21471A0216

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051852

FIXED TERM EMPLOYMEMT CONTRACT

Dear SK SAJID,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21411A0221

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Shaik Inkollu Mansoor,
Tirupathi, Tirupati District,
Andhra Pradesh.

Dear Mr. Shaik Inkollu Mansoor,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu(Dist.) A.P.

21471A0222

Thermopads_Pvt._Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50(
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. SK SHAHID,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. SK SHAHID,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, faillling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

21471A0224

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051857

FIXED TERM EMPLOYMEMT CONTRACT

Dear P GOPICHAND,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

21471A0225

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0165
June 24, 2025
Ms. Kusuma Reddy Talla

APPOINTMENT LETTER

Dear Kusuma Reddy,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Kusuma Reddy Talla		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COL
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

21471A0226

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0167
June 24, 2025
Mr. Venkata Sai Siva Naga Ashok Tavva

APPOINTMENT LETTER

Dear Venkata Sai Siva Naga Ashok,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Sai Siva Naga Ashok Tavva		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21471A0228

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0170
June 24, 2025
Ms. Sruthi Vajrala

APPOINTMENT LETTER

Dear Sruthi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary Information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

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2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	**Sruthi Vajrala**		
EMPLOYEE ID			
Metro	**N**		
DESIGNATION	**Analyst Trainee**		
SALARY COMPONENT	**Yearly**	**Monthly**	**REMARKS**
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21471A0229

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0191
June 24, 2025
Mr. Vikash Kumar

APPOINTMENT LETTER

Dear Vikash,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/2/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Vikash Kumar		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601 Dist. A.P.

21471A0230

Offer: Computer Consultancy
Ref: TCSL/DT20245699274/Hyderabad
Date: 28/03/2025

Ms. Triveni Vutla
32-264/1, Subani Nagar,
Chilakaluripeta-522616,
Palnadu,
Andhra Pradesh.

Dear Triveni Vutla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Triveni Vutla**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

21471A0231

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Akshitha Yagnam**

Email ID : yagnamakshitha@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

21471A0232

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50(
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Ms. YARRAMANENI SIREESHA,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Ms. YARRAMANENI SIREESHA,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.

As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.

You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, faillling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

21471A0233

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Babu Kondepogu**

Email ID : kondepogubabu@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601

22475A0201

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 500
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. GANGISETTY VISHNU,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. GANGISETTY VISHNU,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, faillling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

22475A0204

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjegutta, Hyderabad - 500
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. SARANTI SIVA KUMAR,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. SARANTI SIVA KUMAR,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

22415A0208

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor, DSL Abacus IT Park, IDA, Uppal, Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Srikakulapu Anil,
Kadapa, YSR Kadapa District,
Andhra Pradesh.

Dear Mr. Srikakulapu Anil,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company s procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0204

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

To
Mr. Kolla Dileep Kumar,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Kolla Dileep Kumar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

_____

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9250	111000
House Rent Allowance	3700	44400
Professional Development Allowance	925	11100
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2025	24300
Gross Salary (A)	**18500**	**222000**
Statutory Deductions (B)		
Employee Contribution to PF	1776	21312
Employee Contribution to ESI*	180	2160
Professional Tax	150	1800
Net Salary (A-B)	**16394**	**196728**
Employer Benefits (C)		
Contribution to PF	1776	21312
Contribution to ESI*	780	9360
Gratuity	445	5337
Variable Pay**	5500	66000
Cost to Company (A+C)	**27001**	**324009**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS (INDIA) LIMITED Hyderabad

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, A.P.

CADSYS

22475A0210

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. TALARI ARUN KUMAR,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. TALARI ARUN KUMAR,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
HARASAMAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0212

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Manoj Kumar Relli**

Email ID : manojkumarrelli@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

22475A0214

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0175
June 24, 2025
Mr. G.Ismaiel Mohammed

APPOINTMENT LETTER

Dear Ismaiel,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	G.Ismaiel Mohammed		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	**66,600**	**5,550**	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	**1,40,193**	**11,683**	
COMP 2. (A+ B)	**2,06,793**	**17,233**	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	**15,207**	**1,267**	
COMP 3. (A+ B +C)	**2,22,000**	**18,500**	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	**0**	**0**	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

22475A0215

savantis

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2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0177
June 24, 2025
Ms. Indu Priya Sanaka

APPOINTMENT LETTER

Dear Indu Priya,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Indu Priya Sanaka		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0216

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. KOMMURI BAJIBABU,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. KOMMURI BAJIBABU,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.

As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.

You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22417T1U21+

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Kolisetti Siva Sai Vara Prasad,
Chittor, Chittoor District,
Andhra Pradesh.

Dear Mr. Kolisetti Siva Sai Vara Prasad,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company s procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9750	117000
House Rent Allowance	3900	46800
Professional Development Allowance	975	11700
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2275	27300
Gross Salary (A)	**19500**	**234000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	188	2256
Professional Tax	150	1800
Net Salary (A-B)	**17362**	**208344**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	813	9756
Gratuity	469	5625
Variable Pay**	5500	66000
Cost to Company (A+C)	**28082**	**336981**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

22475A0219

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50(
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. SEELAM BHARGAV,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. SEELAM BHARGAV,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.

As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.

You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, faillling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0221

CAPE

CEPL/HR/2024-25/267
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Guntaka Lakshmi Narasimha Reddy,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Guntaka Lakshmi Narasimha Reddy,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu (Dist.), A.P.

CEPL/HR/2024-25/267
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0222

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Naganjali Danthala**

Email ID : naganjalid12@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0223

Offer: Computer Consultancy
Ref: TCSL/DT20245699765/Hyderabad
Date: 28/03/2025

Ms. Vijayalakshmi Danthala
13-2-72/100, Bapuji Nagar, Islampet,
Narasaraopet-522601,
Palnadu,
Andhra Pradesh.

Dear Vijayalakshmi Danthala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Vijayalakshmi Danthala
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu Dist.

22475A0225

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0181
June 24, 2025
Ms. Susmitha Lakshmi Ammanamanchi

APPOINTMENT LETTER

Dear Susmitha Lakshmi,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Susmitha Lakshmi Ammanamanchi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0226

ANALYSE GLOBAL NEX PVT LTD
GST No: 09ABBCA3929M1ZC | CIN No.: U78100DL2024PTC436802
S22, KH No 14, FLAT B8, FIRST FLOOR KHIRHI EXT, NEW DELHI – 110017

OFFER OF EMPLOYMENT

Candidate Name : K Sai Leela
Designation : GET

Dear **K Sai Leela,**

We are pleased to offer you the position of GET at **Analyse Global Nex Pvt Ltd**, effective from **20-May-2025**, on the following terms and conditions:

1. **POSTING**
   - You will be initially deployed at Premier Energies Photovoltaic Private Limited Plot No.8/B/1&2,Sy no.62(P)&88(P) E City, Fab City, Ravirala Village, Maheshwaram Mandal, R R Dist, Hyderabad - 501141, Telangana.

2. **DUTIES**
   i. You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.
   ii. Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern.
   iii. You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.

3. **CONFIDENTIALINFORMATION**
   i. Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

4. **SERVICE RULES, DISCIPLINE and GRIVENCES**
   i. During your employment with us, you will not be associated yourself with such activities, as in the opinion of the Management will be harmful or detriment al to the interest of the company.
   ii. You will be abide the rules and regulations, which are in force and also by any additions and/or the amendments that may be bought into force thereto and rule governing business conduct and secrecy as decided from time to time by the Management.

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRHI EXT,
NEW DELHI – 110017.

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact:
Ph : +91 8480980019
Mail : recruitments@agnpl.com
Info : https://agnpl.com

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu

5. It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered in effective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.

6. **PERIOD OF SERVICES and NOTICE PERIOD PAY.**

I. During the period of your engagement your services can be terminated by either side by giving 15days notice or 15 days ' pay in lieu thereof at the company direction.

II. In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period.

III. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the Company and you shall be covered under them.

IV. Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regards to the subject matter.

7. **Acknowledgement & Acceptance**

I, **K Sai Leela**, accept the offer of employment and agree to abide by the terms and conditions mentioned in this letter.

Authorized Signatory

Analyse Global Nex Pvt. Ltd.

Accepted and agreed

Signature: _____

Date: _____

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRKI EXT,
NEW DELHI 110017

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact:
Ph : +91 8480980019
Mail : recruitments@agnpl.com
Info : https://agnpl.com

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
501, Palnadu (Dist.) A.P.

ANALYSE GLOBAL NEX PVT LTD
GST No: 09ABBCA3929M1ZC | CIN No.: U78100DL2024PTC436802
S22, KH No 14, FLAT B8, FIRST FLOOR KHIRHI EXT, NEW DELHI – 110017

Salary Annexure Details

Annexure (Private & Confidential)		
Employee Name	K Sai Leela	
Employee ID	2300213	
Designation	GET	
Subject	Compensation Breakup for the Position of **GET**	
Effective From	20-May-2025	
PARTICULARS		
GROSS SALARY	**Amount (in Rs. PM)**	**Amount (in Rs. PA)**
Basic	4,999	59,988
DA	9,262	111,144
Washing Allowance	2,000	24,000
Special Allowances	657	7,884
Statutory Bonus	1,188	14,255
Total (A)	**18,106**	**217,271**
Worker's Contributions		
Employee's PF	1,800	21,600
Employee's ESI	121	1,452
Professional Tax	150	1,800
****Net Take Home**	**16,035**	**192,419**
Employer's Contributions		
Gratuity	686	8,232
Corporate Health Insurance	-	-
Employer's PF	1,950	23,400
Employer's ESI	523	6,276
Total CTC (A+B)	**21,265**	**255,179**
Addl benefits- Attendance bonus will paid on 95% of attendance& leave encashment will paid on Basic+DA for not utilizing leave for same month.		
** Subject to applicable taxes		

Registered Office :
S22, KH No 14,
FLAT B8,
FIRST FLOOR KHIRHI EXT,
NEW DELHI – 110017

Branch Office :
3-39 Mankhal,
Maheshwaram,
Ranga Reddy district
Telangana Pin 501359.

Contact:
Ph : +91 8480980019
Mail : recruitments@agnpl.com
Web : http://agnpl.com

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist. A.P.

22475A0227

CAPE

CEPL/HR/2024-25/279
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Gudipudi Sampath Sai Nikhil,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Gudipudi Sampath Sai Nikhil,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/279
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.

Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

22475A0230

CAPE

CEPL/HR/2024-25/284
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Uppuluri Muthaiah,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Uppuluri Muthaiah,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

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IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CAPE

CEPL/HR/2024-25/284
Date: 10/02/2025

CAPE electric pvt ltd

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6. Passport Size photographs-2nos
7. Valid Professional References

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Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601 Palnadu Dist. A.P.

22475A0231

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0185
June 24, 2025
Ms. Bhagyasri Anjana Sikhakolli

APPOINTMENT LETTER

Dear Bhagyasri Anjana,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary Information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Bhagyasri Anjana Sikhakolli		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522 601, Palnadu (Dist.), A.P.

22475A0232

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245699462/Hyderabad
Date: 28/03/2025

Ms. Naga Harshini Battina
26-35-111/A, 18tha Lane,
AT Agraharam, Near Chuttugunta,
Guntur-522004,
Andhra Pradesh.

Dear Naga Harshini Battina,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245699462

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Naga Harshini Battina
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

22475A0233

CAPE

CEPL/HR/2024-25/279
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011 PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Lolla Karthik Vijay Durga,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Lolla Karthik Vijay Durga,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.), A.P.

CAPE

CEPL/HR/2024-25/279
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu (Dist.), A.P.

22475A0234

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. UDDANDAM SAI,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. UDDANDAM SAI,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible], Palnadu (Dist.), A.P.

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
MARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
MARASARAOPET - 522 601, PALNADU (Dist.) A.P.

22475A0236

CAPE

CEPL/HR/2024-25/287
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Meesala Murahari,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Meesala Murahari,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
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IQAC

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CAPE

CEPL/HR/2024-25/287
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0238

CAPE

CEPL/HR/2024-25/293
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011 PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Mummadi Sowjanya,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Mummadi Sowjanya,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/293
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

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Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

22475A0239

CAPE

CEPL/HR/2024-25/290
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71016121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Gujjarlapudi Anusha Glory,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Gujjarlapudi Anusha Glory,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

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IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/290
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.

Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET 522 601, Palnadu (Dist.), A.P.

22475A0241

Thermopads_Pvt._Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. BONTHA REVANTH SAI,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. BONTHA REVANTH SAI,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0242

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0187
June 24, 2025
Mr. Sri Bharat Jetti

APPOINTMENT LETTER

Dear Sri Bharat,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sri Bharat Jetti		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601 Palnadu

22475A0243

CAPE

CEPL/HR/2024-25/296
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Kolli Harish,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Kolli Harish,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CEPL/HR/2024-25/296
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

22475A0246

CAPE

CEPL/HR/2024-25/302
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Ms. Enubarla Sowjanya,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Ms. Enubarla Sowjanya,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

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4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dt.)

CAPE

CEPL/HR/2024-25/302
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.)

22475A0249

CAPE

CEPL/HR/2024-25/305
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Boddeti omkar Krishna Santosh,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Boddeti omkar Krishna Santosh,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

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Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

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2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

CEPL/HR/2024-25/305
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist. A.P.

22475A0250

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051861

FIXED TERM EMPLOYMEMT CONTRACT

Dear G LINGESWARA RAO,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dt)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu

82475A0252

Offer: Computer Consultancy
Ref: TCSL/DT20245699854/Hyderabad
Date: 28/03/2025

Mr. Sai Ram V
125/651, 1st Floor,
Bryanna Cliffs,
Kadappa-516002,
Andhra Pradesh.

Dear Sai Ram V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245699854

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA

GROSS SALARY SHEET

Annexure 1

Name	Sai Ram V
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.)

22475A0253

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20245699428/Hyderabad
Date: 28/03/2025

Mr. Pavankumar Napa
15-125/A, Samatha Nagar,
Ongole,
Prakasam – 523002,
Andhra Pradesh.

Dear Pavankumar Napa,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245699428

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Pavankumar Napa
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

22475A0254

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051865

FIXED TERM EMPLOYMEMT CONTRACT

Dear A RAGHURAM,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A. P.

22475A0258

CAPE

CEPL/HR/2024-25/308
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Ladi Chetan,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Ladi Chetan,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

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(AUTONOMOUS)
NARASARAOPET-522601, Dist. Palnadu, A.P.

CEPL/HR/2024-25/308
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
(AUTONOMOUS)

22475A0267

Offer: Computer Consultancy
Ref: TCSL/DT20245699637/Hyderabad
Date: 28/03/2025

Mr. Bindu Srinivasu Pannuria
1-260, Srinagar,
Dachepalli-522414,
Guntur,
Andhra Pradesh.

Dear Bindu Srinivasu Pannuria,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,45,257/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245699637

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

TATA

GROSS SALARY SHEET

Annexure 1

Name	Bindu Srinivasu Pannuria
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	41,182
TOTAL GROSS	27,825	3,45,257

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.11,360 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	410	4,920
GROSS BOUQUET OF BENEFITS	8,056	96,672

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

22475A0268

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/2/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0189
June 24, 2025
Mr. Venkata Krishna Kaladhar Kuntumalla

APPOINTMENT LETTER

Dear Venkata Krishna Kaladhar,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dt.)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venkata Krishna Kaladhar Kuntumalla		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (T

22415AD264

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0191
June 24, 2025
Mr. Praveen Gupta Eluri

APPOINTMENT LETTER

Dear Praveen Gupta,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0065 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Praveen Gupta Eluri		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B +C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	*2,22,000*	*18,500*	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475A0270

CAPE

CEPL/HR/2024-25/313
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Vankayalapati Akash Kumar,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Vankayalapati Akash Kumar,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

CEPL/HR/2024-25/313
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dt.

22475A0271

CAPE

CEPL/HR/2024-25/317
Date: 10/02/2025

CAPE electric pvt ltd
Plot A-41 B, SIPCOT, Oragadam
Kanchipuram Dist – 602105
Tamilnadu, India
CIN : U31500TN2011PTC080681
Tel : +91 44 71018121
E-Mail : sales@capeindia.net
Web : www.capeindia.net

Mr. Kambhampati Manikanta,
Narasaraopeta Engineering College.

SUB: OFFER LETTER

Dear Mr. Kambhampati Manikanta,

We are pleased to offer you an employment in our organization on the following terms and Conditions.

Designation	: Engineer-Trainee
Location	: Kanchipuram
Duration of the Training	: 2 years
Salary Details	: During the Training period, the gross Salary will be Rs.18,000/- Per month for the First Year and Rs.23,000/- per month for the second year, After training & Confirmation, You will be placed anywhere in India with a salary of Rs.4.0 lakh per annum (CTC) for the first year Rs.5.0 lakh per annum (CTC) for second year, if you found suitable for Marketing & Sales Department. The above CTCs are not applicable for other Departments. Other Department's salary shall be discussed later from 3rd year onwards.

Agreement: You should provide a bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us immediately & on the date of your joining. You may please bring the original and copies of the following.

1. Present Address proof (Telephone bill / Bank Statement)
2. Permanent Address Proof (Passport, Voter ID)
3. Driving License
4. Identity Proof- PAN Card & Aadhaar Card

IQAC

Principal
NARASARAOPET
NARASARAOPET

CEPL/HR/2024-25/317
Date: 10/02/2025

CAPE electric pvt ltd

5. Educational Certificates- originals
6. Passport Size photographs-2nos
7. Valid Professional References

Other Terms & Conditions:

You shall be governed by these rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.
Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter, we welcome you and look forward to many years of mutually rewarding & beneficial association.

Best Wishes,
for CAPE Electric Pvt. Ltd.

Manager

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dt.

21471A0219

Thermopads Pvt. Ltd.
28, Nagarjuna Hills, Panjagutta, Hyderabad - 50(
Ph : +91-40-44429292,
Fax : +91-40-23350583
E-mail: enquiry@thermopads.com, www.thermo

Mr. SHAIK RIYAZ,

Narasaraopeta Engineering College.

Sub: Offer Letter

Dear Mr. SHAIK RIYAZ,

On behalf of M/s Thermopads Pvt. Ltd. We are pleased to extend to you this offer as an Intern at our factory Located at Jadcherla. If you accept this offer, you will begin your internship with the Company on 16.12.2024 for six Months Period at or passing out B.Tech (which ever is earlier).You will be expected to work 6 days a week and 8 hours a day like any other employee. You will be paid Rs15,000/- (Rupees Fifteen Thousand) per month as stipend.

As an intern you will receive"temporary Employment" status and after successful completion as intern, you will be absorbed as Graduate Engineer Trainee for one year duration.
As an intern, you will not receive any of the employee benefits that regular Company employees receive, Including, but not limited to health insurance, paid leaves, paid holidays etc. Your Internship is expected to end on 15.06.2025 or passing out B.Tech (whichever is earlier), Upon the successful completion of internship you will be paid Rs.25,000/- per month as Salary. However, your internship with the Company is "at-will" which means that either you or the Company may terminate your internship at any time, with or without cause and with or withour notice. During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company.
You wil always maintain in good condition Company property, which may be entrusted to you for offical use during the course of your employment and shall return all such property to the company prior to relinquishment of your charge, failling which the cost of the same will be recovered from you by the company.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. Your appointment can be terminated by the Company,without any reason, by giving you not less than one-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salay shall mean basic salary.

You may terminate your employment with the company, without any cause, by giving no less than one-month prior notice or salary for unsaved period , left after adjustment of pending leaves, as on date.

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.

In addition, you agree that upon conclusion of your employment, you will immediately return to the company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

This letter sets forth the complete offer we are extending to you as an Intern.

I hope that your association with the company will be successful and rewarding.

Very truly yours,
For M/s Thermopads Pvt Ltd

K. Manohar Hegde
Vice President-HR & Admin

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

SURYA TECH SOLUTIONS

LEADING A VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051832

FIXED TERM EMPLOYMEMT CONTRACT

Dear A VEERANJANEYULU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

IQAC

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0702
June 24, 2025
Mr. Yuva Raju Battula

APPOINTMENT LETTER

Dear Yuva Raju,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Yuva Raju Battula		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
...US)
...ri (Dist.) A.P

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051837

FIXED TERM EMPLOYMEMT CONTRACT

Dear B VENU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
VARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051841

FIXED TERM EMPLOYMEMT CONTRACT

Dear J SRI LAKSHMI NILENDRA,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0704
June 24, 2025
Mr. Anka Rao Kunchala

APPOINTMENT LETTER

Dear Anka Rao,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee.** As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Anka Rao Kunchala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	*66,600*	*5,550*	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	*1,40,193*	*11,683*	
COMP 2. (A+ B)	*2,06,793*	*17,233*	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	*15,207*	*1,267*	
COMP 3. (A+ B+C)	*2,22,000*	*18,500*	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	*0*	*0*	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051845

FIXED TERM EMPLOYMEMT CONTRACT

Dear P RIYAZ,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051847

FIXED TERM EMPLOYMEMT CONTRACT

Dear M RAMANJANEYULU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
IQAC

cognizant

11-Aug-2025

Dear Yelchuri Hemalatha Meghana,
B.Tech, Mechanical Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 37946137

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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NARASARAOPETA ENGINEERING COLLEGE

cognizant

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Annexure A

Compensation and Benefits

Name: Yelchuri Hemalatha Meghana **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

NIJA MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Thunuguntla Naga Tharun.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222914 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

NIJA MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

TeamLease Digital

Date: 19 May 2025

Mr KOLLI GOWRISANKARA RAO
S O SATYAM NAIDU000MAIN STREETCHOWDARIVALASA
VILLAGEMARUVADASRIKAKULAM 535557
Employee No: 3744473

Dear Mr KOLLI GOWRISANKARA RAO

OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization Teamlease Digital Pvt Ltd., (hereinafter "Teamlease" or "The Company "), as Consultant Engineer subject to the following terms and conditions:

1. Your employment with Teamlease will involve deputation to our Client/s, where you will render services to our client, at their premises, subject to the terms and conditions mentioned below and in accordance to the instructions received by you from us or any other authorized person and you will be bound by our rules and regulations. Your date of Joining would be 19 May 2025. Your annual CTC would be Rs. 350004/- PerAnnum (Three Lakh Fifty Thousand Four Rupees only PerAnnum)

2. Your deputation to our client/s may be extended from time to time, as decided by Teamlease for specified duration and location. During the tenure of your deputation, you will continue to be an employee of Teamlease and your compensation and applicable allowances shall be paid by the Company.

3. You hereby agree to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner, at the Client's location/s until the completion of the term of the work assignment/ deputation.
- During the term of the work assignment, you shall render services exclusively to the Client, you are deputed to and in the discharge of your duties, and you shall not have any third party obligation, whatsoever.
- During the term of your employment, you will be a whole-time employee of the Company and will neither seek nor accept to be employed or engaged in any manner whatsoever, directly or indirectly with any third party either in India or abroad, in any other trade, business, profession or any other employment part-time or full time anywhere, in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the Company in this respect shall be final and binding. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.
- You shall not engage in any conduct which is detrimental to the interests of the Client or Teamlease.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by Teamlease.
- You shall neither directly nor indirectly accept offers for employment with the Client and/or its affiliates during the period of your work assignment without prior written permission from Teamlease.
- You shall extend all cooperation to the Client's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively and efficiently discharge your work.
- You shall during the course of your employment, you can be transferred to any location within the territory of India or outside India as and when required by Teamlease or its client for executing the services provided herein. Report and be present at the designated location during working hours and abide by the rules and regulations as required by the Client and Company.
- You shall comply with the safety, health and other rules and regulations of the client establishment and Teamlease.

4. You agree to defend, indemnify and hold Teamlease or its Client/s harmless from any and all claims, damages, liability, attorneys fees, and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

5. You shall not engage in any act subversive of discipline in the course of your duty/is for the client within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company reserves the right to initiate disciplinary action as is deemed fit against you.

6. Any dispute between you and Teamlease shall be referred to a sole arbitrator appointed by Teamlease. The arbitration shall be conducted in the English language, in accordance with the Arbitration and Conciliation Act 1996, at Bengalore, Karnataka,

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(AUTONOMOUS)

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India. This Engagement Letter shall be governed by the laws of India.

7. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize Teamlease to make all salary payments required to be made to you by Teamlease, which may include reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

8. Upon joining the organization, a onetime Onboarding, Platform and Learning Fee of Rs. 499 will be deducted from your first month's pay. Through our Associate Portal, you will get access to 20 hours of free learning and upskilling certificate programs and additionally 3 Master class.

9. You will be entitled to the employer's contribution to Provident Fund and ESI, if and as applicable, as amended by the Government, from time to time. All employees not covered under the ESIC Scheme shall be provided the benefits applicable under the Employees' Compensation Act in case of accidents arising out of and in the course of employment It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislation, Teamlease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

10. Proprietary & Confidential information, and Non-disclosures :

- You hereby acknowledge that by reason of your services with the Company and/or your deputation to its Client/s, you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources.
- Such information or documents received by you shall be deemed privileged, classified and confidential information. You shall not, other than with prior written consent of the client or Teamlease, during or after expiry of your employment or termination, disclose any confidential information directly or indirectly to any person, firm, company or third party and shall use such information only for the purposes of carrying out your work at the said client organization. The confidential information includes, but is not limited to, Teamlease or the client's business/es, technical and non-technical information, research project, work in process, future developments, marketing, and customer support strategies; financial information including sales, costs, profits and pricing methods; internal organization, employee and/or customer lists and the client's technology including discoveries, trade secrets, inventions, research and development efforts, firmware, designs, schematics, techniques, manufacturing processes, hardware/software (regardless of media) design and maintenance tools, and hardware/software product know-how and show-how, and all derivatives, developments, improvements, and enhancements.
- You shall not claim ownership to any of the work which was created or developed by you, partially or wholly, during the course of your deputation with the client/s. Teamlease and/or its Clients, as the case may be, shall retain exclusive ownership and rights for work products resulting from the services rendered by you during your employment. Confidential information shall also include information marked 'Confidential' or 'Proprietary' or 'Classified'.
- You shall not disclose, reproduce or use any confidential information for any purpose except solely in connection with your performance during the course of your employment/deployment and for no other purpose. Upon conclusion of your engagement by virtue of your resignation and its acceptance, or termination or project closure, you shall cease to use all confidential information and handover all copies of such information in whatever form, in your possession to the assigned representatives of the Client/Company.

11. You are expected to take proper care of the Client's/Company's properties/assets entrusted to you and/or to carry out your work. In the event of your resignation/termination, you are obliged to return all the company's assets such as access/ID cards, documents, machines, data, files, books, laptop, data card, mobile phone (if provided by the company) in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor, or any other person nominated by the client's management for this purpose.

12. Separation: In the event, you wish to leave the services of the Company, you will be required to give clear written notice of 60 days to the Company.

In case of voluntary resignation within 9 months from your actual date of joining an amount of Rs. 999 will be deducted from your full and final settlement towards the Alumni and Learning Fee. This Fee is towards Lifetime Access to TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job Portal basis your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letters, Relieving letters, Income Tax Statement etc.

You will be relieved from the services of the Company subject to your:

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a. Handing over the project and knowledge transfer to the client's assigned representative/s in respect of the assignments handled by you.

b. Obtaining a "No Objection Letter" from the client as a confirmation of your having complied with (a) above.

You are bound to make good the loss suffered by the Company and/or Client and any other charges/liabilities the Company/client incurs if you fail to give such written notice and complete the handover within the prescribed time as mentioned hereinabove. Should exigencies of business so dictate, the Company may require you to serve the entire or part of the notice period as mentioned above.

13. The company reserves the right to have your background verified directly or through an outside agency. If, on such verification, it is found that you have furnished false/wrong information or concealed any material information; your services are liable to be terminated forthwith without any notice.

14. In addition to the terms of the appointment mentioned above, your employment will also be governed by the standard employment rules of the Company. The combined rules and regulations contained in this letter and communicated to you through any associate policy handbook shall constitute the standard employment rules. You are required to read both of them in conjunction.

15. Addresses for communication: The address for service of notice and other official communication to the Company shall be the address of the Registered Office of the Company. The address of communication for service of notice and other official communication is the address set out as above and your present residential address, as per our records. In the event there is a change in your address, you shall inform the same in writing to the Company. The address last furnished by you shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

16. Female employees shall be entitled to maternity benefit in accordance with the Maternity Benefit Act 1961

17. Gratuity will be paid as per Gratuity under POG Act.

18. In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training and successfully completing the training programme, after evaluation, is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : https://connect.teamlease.com/Learning

(Navigate to Learning > Courses > POSH Mandatory Module and View the Video completely)

(Navigate to Learning > Courses > POSH Mandatory Module > Q&A and Feedback to complete the Couse and assessment)

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

19. You are requested to submit attested photocopies of the following documents:

- Education Certificates - Mark Sheet and Degree / University Certificates of 10th Std, 12th Std, Bachelor's / Master' Degree
- Appointment / Salary Revision / Experience / Relieving letter of previous employers
- Last 3 months' payslips
- Photo ID Proof, Address Proof, Date of Birth Proof
- Copy of resume
- Passport Copy, PAN Card Copy, Aadhar Card Copy
- Previous UAN No.
- Passport size photographs

We at Teamlease would like to create an environment and culture committed to co-operation, quality, and responsiveness that permeates every activity. As a new entrant, we would like you to add value to this process. Please return the copy of the Offer

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Principal
PANNAI PARAGPETA ENGINEERING COLLEGE
(AUTONOMOUS)
PANNAIPURAM - 627 116, Palladam (Dist.)

TeamLease Digital

Letter enclosed after affixing your signature at the appropriate place on the Office Copy signifying your consent for having read, agreed, fully understood, and accepted the terms and conditions of appointment. Please send in the signed acknowledgment to our Bangalore Address, mentioned below. In the event, we do not receive your acknowledgment copy within a period of 15 days from the date of joining; your assignment at Teamlease with the acceptance of your first salary from Teamlease will be conclusive proof of your acceptance in accordance with terms and conditions.

Teamlease neither accepts any consideration in the form of cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event, you have paid any such amount to any employee, officer, representative of Teamlease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the numbers provided to you.

Wish you all the best.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For Teamlease Digital Pvt Ltd

Neeti Sharma

(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: KOLLI GOWRISANKARA RAO

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Principal

TeamLease Digital Private Limited. CIN No. U74999MH2016PTC283227
31F, Work Avenue Cowrks, Ascent Building 77, Jyoti Nivas College Rd, Koramangala Industrial Layout, Bengaluru, Karnataka 560095
Ph: (91-80) 67995599 Fax: (91-80) 67995599 E-mail: corporatedlars@teamlease.com / www.teamlease.com

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...501 Palnadu (Dist.) A.P.

TeamLease Digital

Salary Annexure

Employee No: 3744473

Particulars	Amounts
Basic	217632
House Rent Allowance	82356
Employer PF Contribution	21600
Insurance	7920
PF Service Charges	1800
Statutory Bonus	18132
Employee Compensation	564
TotalAmount	350004
Amount In Words(Rs)	Three Lakh Fifty Thousand Four Rupees

Particulars	Amount
Basic	18136
House Rent Allowance	6863
Employer PF Contribution	1800
Insurance	660
PF Service Charges	150
Statutory Bonus	1511
Employee Compensation	47
TotalAmount	29167
Amount In Words(Rs)	Twenty Nine Thousand One Hundred Sixty Seven Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	18136
House Rent Allowance	6863
Statutory Bonus	1511
Gross Earnings	**26510**
DEDUCTIONS *	**Amount**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**24510**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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ENGINEERING COLLEGE
(AUTONOMOUS)

TeamLease Digital

Date: 19 May 2025

Mr KOLLI GOWRISANKARA RAO
S O SATYAM NAIDU000MAIN STREETCHOWDARIVALASA
VILLAGEMARUVADASRIKAKULAM 535557
Employee No: 3744473

Dear Mr KOLLI GOWRISANKARA RAO

Letter of Deployment

We are pleased to deploy you to our client Quest Global Engineering Pvt Ltd effective 19 May 2025 at Bangalore City H.Q. subject to the following terms and conditions:

Further to the conditions set out in your offer of employment, you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 19 May 2025, until further notice.

In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from our client/s through their assigned representative/s and hereby agree to follow the client's workplace rules and regulations; and agree to undertake any suggestions during the course of your work, throughout the tenure of your deployment.

You will be bound by the working hours of the Client's organization.

You are mandatorily required to fill timesheets as per the client policy and have it be your responsibility to have the same approved by the assigned representative at the Client organization, in a timely manner and by the prescribed cut-off date/s and time/s, without any follow-up to do so. You shall ensure that the hours filled-in are accurate, and based on actual hours. Salary is payable only for efforts approved by the Client.

At the client location, you will be issued an Employee/Contractor ID. You will be required to use the same to log-in to submit your timesheets on the client portal and for daily tracking/reporting of your work. Your tasks will be identified against a work order number, at all times.

For Teamlease Digital Pvt Ltd

Neeti Sharma

(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name: KOLLI GOWRISANKARA RAO

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Principal
SRINIVASA RAO GANTA ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 773/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 020 0066 | info@savantis.com | www.savantis.com

SSI.N: 2025/OA/0705
June 24, 2025
Mr. Ganapathi Laxmi Naidu Vantaku

APPOINTMENT LETTER

Dear Ganapathi Laxmi Naidu,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD * HYDERABAD *

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Ganapathi Laxmi Naidu Vantaku		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
[illegible] ENGINEERING COLLEGE
[illegible]OUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051849

FIXED TERM EMPLOYMEMT CONTRACT

Dear SD HUSSAIN,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.
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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dt.)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Behera Sanjay Kumar.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222413 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.



Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Malladi Gopipurna.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222914 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H.NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Ungati Lokesh**

Email ID : ungatilokesh2004@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 020 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0713
June 24, 2025
Mr. Vasu Deva Naik Ramavath

APPOINTMENT LETTER

Dear Vasu Deva Naik,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential Information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (956) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Vasu Deva Naik Ramavath		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522 601, Palnadu (Dist.), A.P.

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Thurimella Vamsi Ganesh.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222913 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

NIJA MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Vutla Kishore**

Email ID : kishorekumarvutla6@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Dharmana Appala Naidu,
Ichchapuram, Srikakulam District,
Andhra Pradesh.

Dear Mr. Dharmana Appala Naidu,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	10000	120000
House Rent Allowance	4000	48000
Professional Development Allowance	1000	12000
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2400	28800
Gross Salary (A)	**20000**	**240000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	191	2292
Professional Tax	150	1800
Net Salary (A-B)	**17859**	**214308**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	829	9948
Gratuity	481	5769
Variable Pay**	5500	66000
Cost to Company (A+C)	**28610**	**343317**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Gorantla Siva Koteswara Rao.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222715 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

NIJA MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name	**: Pogunolla Karun Kumar**
Email ID	: pogunollakarunkumar@gmail.com
College Name	: Narasaraopeta Engineering College
Date	: 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051851

FIXED TERM EMPLOYMEMT CONTRACT

Dear B NAJA RAJU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

IQAC
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
(AUTONOMOUS)

IQAC

NIJA
MANPOWER SERVICES

+91 99089 64369
nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Athuluri Purna Venkata Rama Rao.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222659 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039. Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Battula Lakshmi Narayana,
Narasarapet, Guntur District,
Andhra Pradesh.

Dear Mr. Battula Lakshmi Narayana,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	10000	120000
House Rent Allowance	4000	48000
Professional Development Allowance	1000	12000
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2400	28800
Gross Salary (A)	**20000**	**240000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	191	2292
Professional Tax	150	1800
Net Salary (A-B)	**17859**	**214308**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	829	9948
Gratuity	481	5769
Variable Pay**	5500	66000
Cost to Company (A+C)	**28610**	**343317**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

CADSYS

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0713
June 24, 2025
Mr. Anjaneyulu Gudikandula

APPOINTMENT LETTER

Dear Anjaneyulu,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★HYDERABAD★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Anjaneyulu Gudikandula		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1 (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2 (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3 (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	2,22,000	18,500	

(Sign and acknowledge)

Name:

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051855

FIXED TERM EMPLOYMEMT CONTRACT

Dear A KISHORE BABU,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Principal
NARASARAOPET INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Kethaboyina Mahesh,
Ibrahimpatnam, Krishna District,
Andhra Pradesh.

Dear Mr. Kethaboyina Mahesh,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

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NARASARAOPET-522601, Palnadu (Dist.) A.P

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	10000	120000
House Rent Allowance	4000	48000
Professional Development Allowance	1000	12000
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2400	28800
Gross Salary (A)	**20000**	**240000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	191	2292
Professional Tax	150	1800
Net Salary (A-B)	**17859**	**214308**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	829	9948
Gratuity	481	5769
Variable Pay**	5500	66000
Cost to Company (A+C)	**28610**	**343317**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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CADSYS

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Shaik Babulal**

Email ID : babulalsk6839@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0724
June 24, 2025
Mr. Venu Gopal Bandaru

APPOINTMENT LETTER

Dear Venu Gopal,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
NARASIMHA REDDY ENGINEERING COLLEGE
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (995) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Venu Gopal Bandaru		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist., A.P.

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Yadavalli Lokesh**

Email ID : Yadavallilokesh143@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Principal
NARASARAOPETA ENGINEERING COLLEGE

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name	**: Chatti Murali Krishna**
Email ID	: chatti.muralikkyy@gmail.com
College Name	: Narasaraopeta Engineering College
Date	: 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPET-522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

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Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051859

FIXED TERM EMPLOYMEMT CONTRACT

Dear D PRUDHVI KRISHNA,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

NIJA MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Gollapudi Sarath Kumar.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **26-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222970 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **26-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

NIJA MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275H2ZQ**

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Adaka Vinod**

Email ID : adakavinod999@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

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Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

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Sutherland. The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051863

FIXED TERM EMPLOYMEMT CONTRACT

Dear J ARUN,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.
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Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

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CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Nowpada Meghanadh,
Nowpada, Srikakulam District,
Andhra Pradesh.

Dear Mr. Nowpada Meghanadh,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

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(AUTONOMOUS)

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CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

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CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	10000	120000
House Rent Allowance	4000	48000
Professional Development Allowance	1000	12000
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2400	28800
Gross Salary (A)	**20000**	**240000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	191	2292
Professional Tax	150	1800
Net Salary (A-B)	**17859**	**214308**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	829	9948
Gratuity	481	5769
Variable Pay**	5500	66000
Cost to Company (A+C)	**28610**	**343317**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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NARASARAOPET-522 601, Palnadu (Dist.), A.P.

CADSYS

RVPR
Constructions Pvt Ltd

Ref: RVPR/HR/AMNS-SURAT/2025-26/008

Date: 18th Nov 2025

To,
Mr. Neyyela Kumar Behera,
S/o- Neyyela Venkati Behera,
Address- C60, Neyyila Street,
Matamsaryapalli, Srikakulam,
Andhra Pradesh, Pin-532291.
Mob: +91-9948323949.

OFFER LETTER

Dear **Neyyela Kumar Behera,**

This has reference to your candidature for the position of **Graduate Engineer Trainee (GET)** in our organization.

We would like to offer you the position of Graduate Engineer Trainee (GET) in our organization initially posted at AMNS, Surat, State-Gujrat site with a consolidated pay of **Rs. 18,000/- (Rupees Eighteen Thousand Only)** per month.

You are requested to report to duty at our AMNS, Surat, State-Gujrat site office on or before **25th Nov 2025.**

Site Location
RVPR Constructions Private Limited,
Flat No.: E-303, Crystal Township,
Street: Choryasi, Village: Ichchhapor,
District: Surat, State: Gujarat, PIN Code: 394510.
Mr. Hari Kiran Prasad (Mob: +91-9556467176)

The following documents are required for processing your Joining Report.

a) Photocopies of all Educational qualifications & Experience Certificates from previous employers;
b) 3 Pass port size photographs duly self-attested;
c) Payslip, Form 16 from the previous Employer & 6 months Bank Statement;
d) Photocopies of ID Proof and Address proof;
e) Any other documents such as EPF UAN card, etc.;

We look forward for a successful long-term association with us.

Yours truly,
For RVPR Constructions Pvt Ltd.,

Authorised Signatory

RVPR CONSTRUCTIONS PRIVATE LIMITED

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name	**: Kunti Pavan Kumar**
Email ID	: kunithipavankumar@gmail.com
College Name	: Narasaraopeta Engineering College
Date	: 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051867

FIXED TERM EMPLOYMEMT CONTRACT

Dear B DIWAKAR NAIK,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

Principal

NARASARAOPETA ENGINEERING COLLEGE

(AUTONOMOUS)

NARASARAOPET - 522601, Palnadu (Dist.) A.P.

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

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Principal
(AUTONOMOUS)

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

Principal
MAHESHWARA ENGINEERING COLLEGE
(AUTONOMOUS)
MAHESHWARAM - 501 218, Ranga Reddy Dist. A.P.

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (959) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0732
June 24, 2025
Mr. Ganesh Chandarlapati

APPOINTMENT LETTER

Dear Ganesh,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
SARAGPETA ENGINEERING COLLEGE

QAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel. +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Ganesh Chandarlapati		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	*66,600*	*5,550*	
COMP 1. (A)	***66,600***	***5,550***	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	*26,640*	*2,220*	
Telephone/Internet	*12,000*	*1,000*	
Special Allowance	*99,888*	*8,324*	
ESI - Employee	*1,665*	*139*	
TOTAL (B)	***1,40,193***	***11,683***	
COMP 2. (A+ B)	***2,06,793***	***17,233***	
Provident Fund (Company's Contribution)	*7,992*	*666*	*Maximum 1800 per month*
ESI - Employer	*7,215*	*601*	
TOTAL (C)	***15,207***	***1,267***	
COMP 3. (A+ B +C)	***2,22,000***	***18,500***	
Benefits Details			
Gratuity (Company's Contribution)	*0*	*0*	*4.81% of Basic Salary*
TOTAL (D)	***0***	***0***	
TOTAL CTC: A+B+C+D	***2,22,000***	***18,500***	

(Sign and acknowledge)

Name:

Date:

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Balaga Mohan.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222617 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist.

NIJA
MANPOWER SERVICES

✆+91 99089 64369
✉ nijamanpower@gmail.com

APPOINTMENT LETTER

Dear **Duddeti Naga Sai.**

We are pleased to appoint you in our organization as a **GRADUATE ENGINEER TRAINEE** subject to the following terms and conditions.

Your contract will commence from **19-May-2025** during which you will render services to our client at their premises subject to the terms and conditions of the appointment letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

Your Employment ID NO:222625 You are employed at our **PREMIER ENERGIES GLOBAL ENVIRONMENT PVT LTD.**

You will, with effect from **19-May-2025** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

Your Monthly CTC **21265/-(INCLUDING OF ESI&EPFO).**

You will be governed by the policies of the client's organization with respect to leave and holidays.

This contract shall be terminable by either party giving 30 days/One month' notice in writing or salary in lieu of notice, to the other party.

Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed voidable initio and liable for termination without notice.

In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

This letter of intent will automatically revoke or cancelled on your not commencing the work at site on above date

You will be entitled to an employer's contribution of Provident fund to the extent of 12% as defined in the Employees Provident Fund & Miscellaneous Provisions Act, and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Company shall not incur any liability with regards to any Claims under the said applicable labour legislations.

Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in.

This regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

NIJA MANPOWER SERVICES

Yours faithfully,
(Stamp & HR Sign)

I accept the appointment and the conditions mentioned above. (Signature)

H NO 4-96/1, TUKKUGUDA, LAXMI NAGAR COLONY, OPP BOI BANK, MAHESHWARAM (MDL)
HYDERABAD- 501359-**GST NO: 36FILPS2275FIZU**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025 **Confidential**

Ref: HR/CSY/GIS/OPS/2025/JDE/17/02/2025

To
Mr. Korrapati Mohan Krishna,
Narasaraopet, Guntur District,
Andhra Pradesh.

Dear Mr. Korrapati Mohan Krishna,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

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CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

CADSYS

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	10000	120000
House Rent Allowance	4000	48000
Professional Development Allowance	1000	12000
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	2400	28800
Gross Salary (A)	**20000**	**240000**
Statutory Deductions (B)		
Employee Contribution to PF	1800	21600
Employee Contribution to ESI*	191	2292
Professional Tax	150	1800
Net Salary (A-B)	**17859**	**214308**
Employer Benefits (C)		
Contribution to PF	1800	21600
Contribution to ESI*	829	9948
Gratuity	481	5769
Variable Pay**	5500	66000
Cost to Company (A+C)	**28610**	**343317**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

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(AUTONOMOUS)

CADSYS

SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-04-2025

EMP ID: 2025051877

FIXED TERM EMPLOYMEMT CONTRACT

Dear G GANESH PAVAN,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 19-05-2025

2. Job title

You are appointed as a TRAINEE ENGINEER, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Andhra Pradesh &Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Sunday.** Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One**-month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One**-month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

12. Notices

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

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Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Compensation Details

BASIC SALARY	12000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	**21408**

NOTE : You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

SURYA TECH SOLUTIONS HYDERABAD ECIL

Divya
Hr-Manager

Signature of the Employee

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0731
June 24, 2025
Mr. Srinivas Lingala

APPOINTMENT LETTER

Dear Srinivas,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT. LTD. ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522 601, Palnadu (Dist.), A.P.

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Srinivas Lingala		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	66,600	5,550	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	1,40,193	11,683	
COMP 2. (A+ B)	2,06,793	17,233	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	15,207	1,267	
COMP 3. (A+ B +C)	2,22,000	18,500	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	0	0	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

3114710103

17-Jul-2025

Dear Ayinavolu Lakshmi Harshitha,
B.Tech. Civil Engineering
Narasaraopeta Engineering College, Narasaraopet

Candidate ID – 36153043

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship (if offered to you).

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NARASARAOPET ENGINEERING COLLEGE
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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

cognizant

4. Training - Post Joining Cognizant

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

a) Based on your successful completion of internship (if offered to you), you could be onboarded directly to business without any additional training.
b) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
c) Based on your successful completion or partial completion of internship (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
d) You could be onboarded directly without undergoing any internship and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
e) You could be onboarded directly to business without undergoing any internship and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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.

Atul Sahgal
Senior Vice President – Recruitment

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

cognizant

Annexure A

Compensation and Benefits

Name: Ayinavolu Lakshmi Harshitha **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA	6300	75,600
3	Conveyance Allowance	800	9,600
4	Company's contribution of PF #	1800	21,600
5	Advance Statutory Bonus***	2000	24,000
6	Special Allowance*	8599	103,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

QAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

LANTEK

JOINING LETTER

To
Badinedi Uday Manikanta,
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025
Salary:18000/-
Probation: 6 months.
Reporting to: HR

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(); 040 23744150(2)
Email: info@lantekindia.com; www.lantekindia.com

QAC

Principal
G COLLEGE
ONOMOUS)
Palnadu (Dist.) A.P.

LANTEK

JOINING LETTER

21-9-2025

To
Davala Meramma.
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025
Salary:18000/-
Probation: 6 months.
Reporting to: HR

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(4); 040 23744150 (2)
Email: info@lantekindia.com; www.lantekindia.com

IQAC

ENGINEERING COLLEGE
(AUTONOMOUS)
...PET - 522 601, Palnadu (Dist.), A.P

LDR SURVEY PVT LTD

Web: www.landsurveys.in

Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Parimi Vijendra Steeven

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering Department** in **LDR Survey Pvt Ltd.**, we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.,**. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.**, and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job

Authorized signatory,

11.4.25

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

LDR SURVEY PVT LTD

Web: www.landsurveys.in

Ph: +91 9940143131, +91 9840281288,

Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

Corporate Office: #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

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LANTEK
Surveying · Planning · Designing

JOINING LETTER

To
Thanniru Manikanteswar,
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025
Salary:18000/-
Probation: 6 months.
Reporting to: HR

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(M); 040 23744150 (O)
Email: info@lantekindia.com; www.lantekindia.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

LANTEK

JOINING LETTER

To
Galam Vamsi Krishna.
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

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Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(M) 040 23744150 (O)
Email: info@lantekindia.com; www.lantekindia.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARAOPET - 522601, Palnadu (Dist.), A.P

To,

Sunny Ashok Deval,

Ref No: MIIPPL / 057

Date: 8th August, 2025

Subject: Appointment Letter

Dear Sunny,

We are pleased to offer you post of **Trainee Site Engineer** and we look forward to welcome you as a member of My Idea Infra Projects Private Limited. Accept our heartiest congratulation for the same.

1. **Compensation:**
   Your compensation would be **Rs. 2,64,000/- per annum (Rs. 22,000/- per month)**, Local Expenses, Mobile bill, Traveling, Accommodation etc. included in above mentioned CTC. Outstation Expenses will be paid at actuals.
   This compensation will be paid subject to any deduction required by law. As per the rules whenever the PF applicability starts the contribution of Employee/ Employer will be as per the Company norms.

2. **Date of joining:**
   Your date of joining with My Idea Infra Projects Private Limited is **September 8th, 2025.** My Idea Infra Projects Private Limited has right to cancel this offer if you fail to join on or before the date committed/ notice period specified in this offer. Your base location will be Mumbai

3. **Salary Revisions:**
   You shall be due for salary revision not before **twelve months** from your date of joining.

4. **Probation Period:**
   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.
   If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice

5. **Holidays:**
   The holidays will be applicable to you as per the timely communication by the management.

6. **Leaves:**
   You will be entitled to Leaves after your performance –based confirmation in the company.

7. **Location and posting:**
   You will be required to travel and/ or relocate to other locations in accordance with the requirement of the Company. You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may

My Idea Infra Projects Private Limited

CIN: U45203MH2022PTC396053

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

determine from time to time. In case of any such transfer you will be governed by the company terms and conditions of service applicable to the new assignments.

8. Reporting:
You will report to the **Senior Project Manager** or any other designate person as specified by the company from time to time.

9. Official Travelling Policy:
You may be required to travel in or out of Mumbai for official work for which you will be reimbursed at actual travelling expenses as per the Company Policy applicable to you.

10. Code of Conduct:
    a. During your employment, you will be required to be present in the office/ site well in time in the proper official attire. You will be required to maintain peace and harmony in the office. You will be required to work closely with your seniors, deliver the desired results and extend your support and due respect to your seniors and colleagues.
    b. You will maintain proper discipline and dignity of your work place while working in the office.
    c. You will maintain and keep in your space custody the assets owned by the Company that may be issued to you or may come in your possession due to your employment in the company and will return the same when required in "good" or "as-in" condition, failing which the company has the right to recover the damage and losses from you.
    d. You shall inform the Company of any changes in your personal status and data within 3 days of the occurrence of such change, failing which the company reserves all rights to deal with it as per the statutory provisions.
    e. Any notice shall be deemed to have been duly and properly served upon you, if delivered to you personally, electronically or sent by post at your address, as recorded in the Company.

11. Proper exit from previous employment:
You are expected to complete all the exit formalities, as per the rules and regulations of the previous employer. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment.

12. Dual Employment:
Your position is a full-time employment with the Company and you will devote your entire time and attention to the job and activities of the Company's business entrusted to you. You shall not engage yourself in any activity / business / consultancy /employment either full time or part time which fetches monitory gains or remuneration to you while you are in employment with the Company.

13. Non-Disclosure and Confidentiality Clause:
    a. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at based on your jobs, skills, specific background and professional merit. Accordingly, your salary and any changes made to it are strictly confidential; you shall treat such matters with utmost secrecy, and any breach thereof would be treated very seriously.
    b. You shall not at any time disclose to anyone any information, technical know-how, security arrangements, projects, process, administration, knowledge, secrets, methods, plans, assignments, financial details, etc. pertaining to the Company which may be your personal privilege to know by virtue of being in the employment of the company.

Authorised Signatory

My Idea Infra Projects Private Limited

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(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

14. Roles & Responsibility

- Overall Project construct on incharge and will lead the site teams.
- Site daily work Execution & Coordination with Client engineer for work.
- Planning and executing civil & structural fabrication work, Interior works, Exterior Façade & Landscape works.
- Preparing cash flow requirements for sites.
- Weekly Progress review meeting with Client & contractors and preparation of report.
- Prepare substantial completion certificates and ensure all required project close out documents are obtained.
- Certifying contractor's bills.
- Generating Monthly Reports for site expenses, billing etc.
- Review package drawings & quantification.
- Schedule updates & tracking.
- Preparing and publishing Daily/Weekly/Monthly Progress Reports.
- Preparing Project Closure report.

15. **Notice Period:**

You can terminate your employment relationship with a cause, by providing Maitri Interior Projects Private Limited One (1) month notice in writing. In the event of employer terminating the employment relation with the company without serving One (1) month notice period will not have right to claim either the remuneration for the respective period (1 Month) and experience/ relieving letter or both. You have handover all issued hardware & software provided by company, failing which will have legal action.

16. **Return of Company Property**:

You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties and assets belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the duration of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

17. **Termination with prior notice of 15 days**:

a. Your services are liable to be terminated, if you are medically unfit to carry out your duties.
b. Your services are liable to be terminated if you are found to be a non-performer
c. The Company reserves the right to relieve you from your services in case of business slowdown or any other unforeseen emergency.

18. **Termination without any notice period**:

a. Any information, declaration given by you or documents, testimonials furnished by you to the Company prove to be false.
b. You are found to have wilfully suppressed any material information
c. You are found to have been convicted or indulged in criminal, subversive or immoral activities.
d. You are found to have indulged in financial irregularities

My Idea Infra Projects Private Limited

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(AUTONOMOUS)
NARASARAOPET - 522601. Palnadu (Dist.), A.P

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MIPPL

e. You have breached any of the terms and conditions of your employment as specified in this letter, or any other official communication
f. Your non-adherence, disobedience, and insubordination to instructions from your superiors
g. You remain absconded from your services for more than 3 days without any intimation to your senior or the management.
h. Your services are liable to be terminated if you are found to be disloyal, engaged in any unethical, unlawful, immoral practices/ or misconduct.

19. **Prohibition of Alcohol, Drugs, and Illegal Substances**
Consumption, distribution, or being under the influence of alcohol, drugs, or any illegal substances/items in any Company premises, but not limited to work sites, offices, project locations, PG/ hotels/ guest rooms, or any other place arranged by the Company, is strictly prohibited. Any employee found guilty of such conduct will be subject to immediate termination of employment without notice and may also face legal action as per applicable laws.

20. In addition to your fulfilling the requirement of secrecy and confidentiality, as specified herein, also during your employment with the company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the company.

21. You shall endeavor to uphold the good image of company and shall not by your conduct adversely affect the reputation of the company and bring disrepute to the company, in any manner.

22. You will be subject to all rules, regulations and policies of company, which may be in force from time to time.

We are confident you will be a valuable asset to our company and looking forward to your acceptance. Hope that you will have a long and rewarding career with My Idea Infra Projects Private Limited.

Yours faithfully.

My Idea Infra Projects Private Limited

Authorized Signatory

I Confirm and accept the above.

Sunny Ashok Deva

My Idea Infra Projects Private Limited

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Melimi Ashok

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering Department** in **LDR Survey Pvt Ltd.**, we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.,**. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.**, and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job.

Authorized signatory,

11.4.25

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

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(AUTONOMOUS)
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LDR SURVEY PVT LTD

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Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You

will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai

office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

sunlease

Date: 25-June-2025

OFFER OF EMPLOYMENT

21A71A0125

To:

Mr. GELLA GOPI,

12-703 Maddi Nagar(v),

Cheelakaluripeta(m), Palnadu (dist),

Andhra Pradesh - 522616

Dear Mr. GELLA GOPI,

We are pleased to offer you the position of Junior Civil Engineer at Sunlease Renewables Pvt. Ltd., Hyderabad. Your employment will be governed by the following terms and conditions:

1. **DESIGNATION, GRADE AND PLACEMENT**
   - 1.1. You are designated as **Junior Civil Engineer**. Your designation is indicative of the responsibilities you are required to carry out and may evolve based on project requirements.
   - 1.2. Your services are transferable to any of our offices or group companies within India, at the sole discretion of the management. You may also be deputed/seconded based on operational needs.
   - 1.3. Upon joining, you shall sign the 'Employee Confidentiality C Non-Solicitation Agreement' and must comply with its provisions throughout and after your employment.
2. **DATE OF JOINING**
   - 2.1. Your date of joining will be **4th July 2025**. This offer is valid only up to that date. You are requested to confirm your acceptance on or before **27th June 2025**.
3. **PROBATION**
   - 3.1. You will be on probation for **6 months** from your joining date. This period may be extended at the sole discretion of the management.
   - 3.2. You will be informed in writing upon confirmation. Until such confirmation, you shall remain on probation.
4. **COMPENSATION G BENEFITS**
   - **4.1. SALARY-STRUCTURE**

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NARASARAOPETA ENGINEERING COLLEGE

SUNLEASE RENEWABLES PRIVATE LIMITED

sunlease.in

NARASARAOPET - 522601, Palnadu Dist., A.P

4.1.1. **Compensation (CTC):** Your total Cost to Company (CTC) will be ₹20,000/- per month.

4.2. Applicable deductions such as PF, TDS, and ESI, PT (if applicable in the future) shall be made as per government norms from the CTC

4.3. For reimbursement items, valid bills and vouchers must be submitted weekly or monthly. Salary details are confidential and must not be shared. Breach will be dealt with seriously.

5. TAXATION

5.1. The Company shall deduct applicable taxes as per statutory laws. You are responsible for filing all personal tax returns.

6. ADDITIONAL BENEFITS

6.1. **Accommodation:** Provided by the Company at the project site to facilitate your work commitments. When you are assigned to a site location, shared accommodation will be provided by the company.

6.2. **Food:** Food will be provided by the company. If not provided, a food allowance will be given, and the value of such allowance will be decided and communicated to you separately.

6.3. **Travel Reimbursement:** Official travel expenses shall be reimbursed upon submission of valid bills with prior approval.

6.4. **Insurance:** Coverage under group accident and/or health policy may be extended as per company discretion and prevailing policy.

7. LEAVE

7.1. You will be entitled to leave as per the company's leave policy. Accumulation and encashment will follow internal rules.

8. WORK TIMINGS

8.1. You must adhere to the work hours applicable to your site/location.

8.2. The standard is 8 hours per day, 6 days a week. However, work exigencies may require longer hours.

G. PERFORMANCE REVIEW G APPRAISAL

9.1. Performance will be reviewed periodically on project deliverables, compliance, and conduct. Salary revisions or promotions are purely merit-based and at management's discretion.

10. TRANSFER G DEPLOYMENT

10.1. You may be transferred or deployed to any unit, location, or group company in India, without extra compensation, as deemed necessary by management.

11. ACCOUNTABILITY G CONFIDENTIALITY

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SUNLEASE RENEWABLES PRIVATE LIMITED

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

11.1. You are accountable for all on-site duties and must uphold company values of quality, safety, and integrity.

11.2. Timely and accurate reporting of work and material usage is mandatory. Misreporting or inaccuracies may lead to termination.

11.3. Any act of negligence affecting quality or safety will attract disciplinary measures.

11.4. Company property (equipment, materials, tools) must be handled with care; damage/loss may result in recovery from dues.

11.5. Adherence to disciplinary protocols is mandatory.

11.6. Employment requires full-time engagement; no other employment may be undertaken.

11.7. Disclosure of company information without permission is prohibited and will lead to immediate termination.

11.8. Confidentiality obligations extend post-employment.

11.9. All work materials/data generated during employment belong solely to the company.

11.10. You must abide by the Employee Confidentiality C Non-Solicitation Agreement during your tenure.

12. CODE OF CONDUCT

12.1. You are not permitted to represent the company externally without formal approval.

12.2. Adherence to all policies on conduct, network usage, medical fitness, and attendance is expected.

12.3. Violation of laws/regulations will lead to immediate dismissal.

13. RESIGNATION / TERMINATION

13.1. Either party may terminate employment with 3 months' notice or salary in lieu, subject to management's discretion.

13.2. Employment may be terminated without notice in cases of non-performance, gross negligence, trust breach, or misconduct.

14. MEDICAL FITNESS

14.1. Employment is conditional on medical clearance from a certified practitioner. Periodic health checks may be mandated.

15. BACKGROUND VERIFICATION

This offer is conditional upon verification of:

- Education

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(AUTONOMOUS)

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savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 1066 | info@savantis.com | www.savantis.com

SSLN: 2025/OA/0739
June 24, 2025
Mr. Akhil Reddy Annapareddy

21A91A0130

APPOINTMENT LETTER

Dear Akhil Reddy,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD ★ HYDERABAD ★

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

IQAC

Principal
SREENIDHI INSTITUTE OF SCIENCE & TECHNOLOGY
(AUTONOMOUS)

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/4, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (040) 026 0086 | info@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Akhil Reddy Annapareddy		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	**66,600**	**5,550**	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	**1,40,193**	**11,683**	
COMP 2. (A+ B)	**2,06,793**	**17,233**	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	**15,207**	**1,267**	
COMP 3. (A+ B +C)	**2,22,000**	**18,500**	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	**0**	**0**	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

22475 Maddu

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Maddu Manoj

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering** Department in **LDR Survey Pvt Ltd.,** we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.,**. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.,** and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job.

Authorized signatory,

14-4-25

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.isittpt@gmail.com , Info.lsit.rgn@gmail.com

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You

will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai

office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , info.lsit.rgn@gmail.com

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

edsca

EDSCA GLOBAL LLP 10th floor, RMZ Latitude Commercial, No. 69/458/59, Bellary Road, Hebbal, Near Godrej Apt, Bengaluru, Karnataka 560024 Visit:-www.edscaglobal.com; ph:8971501054, email-info@edscaglobal.com

22475A0103

18th July 2025

Mr. KARUPATHI SAI NAGA SUJITH
12-642, Maddinagr ,
Cheelakaluri Peta, Palnadu,
AP-522616

Sub: Job Offer Letter

Dear Mr. KARUPATHI SAI NAGA SUJITH

With reference to your application, subsequent interview, and discussions we had with you, we are pleased to appoint you as **TECHNICAL ASSOCIATE** at **EDSCA GLOBAL** for our corporate office branch at Bangalore, upon the terms and conditions discussed and concluded with you. You are requested to join at our Bangalore branch on or before **21st July 2025** with necessary documents listed below. You will be provided with an appointment letter further to the signing of MoU for a period of 12 months as discussed and agreed in between us. The salary structure has mentioned below for your reference and the detailed terms and conditions based on MoU shall be shared later upon the acceptance of this offer from your end.

Required documents (need to send by mail)

1. Copy certificates
2. Copy of any Government ID Prof.
3. Two copies of passport size color photo

Salary scale

- Salary: - Rs 22,000/- Per Month
- Probation Period: 2 months (23% salary deduction against FDP Training)
- Salary on completion of probation : Rs 25000/-
- After 6 months from probation completion, a salary revision will be there according to the performance.

Sincerely

For EDSCA GLOBAL

Chaithra N
Manager HR

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

CADSYS

CADSYS (INDIA) LTD
Regd. Office: # 803, 8th Floor,
DSL Abacus IT Park, IDA, Uppal,
Hyderabad - 500 039, Telangana, India.
040 - 45474843 URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

22nd February, 2025

Confidential

Ref: HR/CSY/GIS/OPS/2025/JDE/18/02/2025

22475A0104

To
Mr. Challa Chiranjeevi,
Narasaraopeta, Guntur District,
Andhra Pradesh.

Dear Mr. Challa Chiranjeevi,

Sub: Offer Letter

With reference to your application and subsequent selection procedures and on behalf of Cadsys (India) Limited, a group company of Apex Group, we are pleased to offer you a position as **Jr. Design Engineer** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report on **10th March, 2025** @ 9:45 AM at the address given above to complete the joining formalities, failing which this offer will be treated as invalid.

The joining formalities includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Once your joining formalities are completed, your work location will be assigned at any of our offices / subsidiaries / sister concerns anywhere in Hyderabad.

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.

IQAC

CADSYS (INDIA) LIMITED Hyderabad

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.

CADSYS (INDIA) LIMITED Hyderabad

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

CADSYS

Liquidated Damages

(a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.

(b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.

(c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or otherwise during the probation period and if you seek to leave your employment before the probation end date, you must pay to the company, a sum of **Rupees One Lakh (Rs.1,00,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

CADSYS (INDIA) LIMITED Hyderabad

Manager – Human Resources

I accept the terms of this letter

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS) CADSYS
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

ANNEXURE-A

SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
Gross Salary (A)	**18000**	**216000**
Statutory Deductions (B)		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
Net Salary (A-B)	**15946**	**191352**
Employer Benefits (C)		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	433	5192
Variable Pay**	5500	66000
Cost to Company (A+C)	**26425**	**317096**

*ESI Contribution may vary based on total earnings in a month.

** Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.

CADSYS INDIA LIMITED

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

IQAC

CADSYS

MODELYZE LABS AI INDIA PRIVATE LIMITED

CIN: U72900KA2022FTC158420
Registered Office: Indiqube Crystal, Suraksha Properties Municipal, 73, Church St, Bengaluru, Karnataka 560001, India
Email: azam@modelyzelabs.ai, Phone: +91 9148363881

Strictly Private and Confidential

22475A0105

01/05/2026

Potu Venkata Sivalakshmana
India

Dear Venkata,

Subject: Conditional Offer for Employment

Modelyze Labs AI India Private Limited ("**Company**") is delighted to offer you an opportunity for full-time employment in the position of DPC in its office at Indiqube Crystal, Suraksha Properties Municipal, 73, Church St, Bengaluru, Karnataka 560001, India. In this position, you shall report to Rohita Naik and shall be required to follow directions given by the person(s) occupying that position or as delegated.

Your employment shall be subject to a probationary period of **three (3) months** which period shall commence from the date of your joining the Company. The Company may choose to reduce or extend such probationary period to the extent it deems fit.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be Rs. ₹4,00,000. Your compensation package includes a phone/internet reimbursement amount of ₹2,500 INR per month, and a home office allowance of ₹916.66 INR per month. All payments made to you by the Company shall be subject to tax to be deducted at source. Any provident fund and/or pension fund contribution (if applicable) that the Company shall be required to make on your behalf shall be deducted from your salary. The finance / payroll team shall work out the break-up of your salary after joining. The Company may change or reduce the remuneration package or compensation structure from time to time.

The terms of your employment with the Company are set out within **Annexure A** to this letter. Please read them carefully prior to acceptance of our offer.

Please note that this conditional offer is contingent upon (i) successful completion by the Company of your background checks (for which you hereby provide your consent) and; (ii) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company.

If you wish to accept our conditional offer, please electronically sign and return this letter within **three (3) business days** to the Company, failing which this shall automatically lapse and be forfeited. On your acceptance of this offer for employment and subject to successful completion of your background checks by the Company, you will be required to join on 27/01/2026 or such later date as may be communicated to you by the Company.

Should you accept this conditional offer, you are required to fully cooperate with the background check process and also provide the Company with copies of the following documents along with 2 recent passport-sized photographs:

1. Relieving letter and experience letter issued by your most recent employer
2. Most recent passport
3. Relevant educational certificates
4. Last 3 months' payslip
5. Permanent Account Number (PAN)
6. Provident Fund UAN

IQAC

Principal
PRAGADA KOTAIAH ENGINEERING COLLEGE
(AUTONOMOUS)
Kanuru, Vijayawada (Dist.) A.P.

7. Birth certificate
8. Driving license

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, advocates and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential, and you should refrain from discussing it with other employees of the Company.

Venkata, we are excited and looking forward to you joining us. If you have any questions in relation to this offer, please contact me.

Yours sincerely,

_____

Justin Winckel
For **Modelyze Labs AI India Private Limited**

Acceptance

I hereby accept the terms and conditions of this offer for employment with Modelyze Labs AI India Private Limited ("**Company**") and agree to join on such date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: _____

Father's / Husband's name: _____

Date of Birth: _____

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

ANNEXURE A

Terms and Conditions of Employment

1. INTRODUCTION

Our offer of employment is based on the particulars, information and declarations provided by you along with necessary background and reference checks. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. PROBATION

Your employment is subject to three (3) months' probationary period which shall commence from the date of your joining the Company. During the probationary period, your employment can be terminated by either party upon giving the other 7 days' notice. The Company may pay in lieu of notice period. If your performance is satisfactory to the Company during this period, then the Company shall confirm the appointment in writing. The Company may choose to extend such probationary period to the extent it deems fit.

3. CERTAIN EMPLOYMENT TERMS

3.1 You agree and undertake to perform various duties and responsibilities as may be required by your reporting manager from time to time. You may also be required to perform other duties as required by the Company from time to time. The Company may change your title, role and/or responsibilities from time to time. The Company may also, at its sole discretion, transfer you to any other team, department or offices of the Company or of its affiliates.

3.2 The Company has a right to assign, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits or perquisites at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

3.3 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. In view of your full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

3.4 During the course of your employment, the Company may require you to fully cooperate with other consultants, advisors, employees, officers and directors of the Company and entities with which the Company has contracted, currently or in future.

3.5 You shall deliver reports and assignments to the Company in the manner prescribed by the Company and in accordance with the requirements of the entities with which the Company has contracted, currently or in future.

3.6 In addition to your day to day responsibilities, you are also expected to record and report information concerning your work. You are required to record information accurately, honestly, and maintain and submit to the Company's corporate office, records of financial transactions as per policies, rules and regulations of the Company.

3.7 During the course of your employment, in addition to your assigned tasks and work responsibilities, the Company may require you to interact and work directly or indirectly with external entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Company through courteous conduct, positive behavior, cooperative attitude and

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

QAC

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Ref: DARAS/C/09/2025

Date: 14-06-2025

Job Confirmation Letter

Dear: **J MAHESH**,

After careful evaluation of your application for the position of applying For Chief operational officer, we are glad to inform you have been confirmed in our organization.

Fringe benefit information is described in the enclosed Summary of Contract Employee Programs handout. The details of these programs are discussed during employment processing.

Position Details:

- **Job Title:** Civil Site Engineer
- **Department:** Site works
- **Start Date:** 19-07-2025
- **Employment Status:** Temporary/Contract

Compensation and Benefits:

- **Salary:** RS 21500 per/ month
- **Benefits:** RS 1000 per/month for Travel Expenses
- **Welcome kit:** Your welcome will send you soon, which includes safety harness, safety helmet, Roller, log books, Pointer,

Working Hours:

- Your regular working hours will be from 8:00 am to 5:30pm every day, 6 days a week.6months contract.
- Overtime may be required as per company needs and will be compensated according to company policies.

[redacted]

Principal

(AUTONOMOUS)

IQAC

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Probationary Period:

- Your initial probationary period will be 2 months, starting from your first day of employment. During this time, your performance will be evaluated, and employment may be terminated with or without cause.

Terms and Conditions:

- You will be expected to adhere to the company policies and procedures outlined in the employee handbook, which you will receive on your first day.
- Confidentiality and non-disclosure agreements must be signed upon joining.

We are excited to have you join our team and look forward to your contributions to Daras Engineering & Constructions PVT.LTD.

Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining the staff.

Note: Send me your bank details

Sincerely,

D. Easwar karthik

D. Easwar karthik

Chief Executive Officer

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Ref: DARAS/C/09/2025

Date: 14-06-2025

Job Confirmation Letter

Dear: **P PEDDABBAI**,

After careful evaluation of your application for the position of applying For Chief operational officer, we are glad to inform you have been confirmed in our organization.

Fringe benefit information is described in the enclosed Summary of Contract Employee Programs handout. The details of these programs are discussed during employment processing.

Position Details:

- **Job Title:** Civil Site Engineer
- **Department:** Site works
- **Start Date:** 19-07-2025
- **Employment Status:** Temporary/Contract

Compensation and Benefits:

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- **Benefits:** RS 1000 per/month for Travel Expenses
- **Welcome kit:** Your welcome will send you soon, which includes safety harness, safety helmet, Roller, log books, Pointer,

Working Hours:

- Your regular working hours will be from 8:00 am to 5:30pm every day, 6 days a week.6months contract.
- Overtime may be required as per company needs and will be compensated according to company policies.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Probationary Period:

- Your initial probationary period will be 2 months, starting from your first day of employment. During this time, your performance will be evaluated, and employment may be terminated with or without cause.

Terms and Conditions:

- You will be expected to adhere to the company policies and procedures outlined in the employee handbook, which you will receive on your first day.
- Confidentiality and non-disclosure agreements must be signed upon joining.

We are excited to have you join our team and look forward to your contributions to Daras Engineering & Constructions PVT.LTD.

Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining the staff.

Note: Send me your bank details

Sincerely,

D. Easwar karthik

D. Easwar karthik

Chief Executive Officer

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

LANTEK

Surveying · Drawing · Designing

JOINING LETTER

22475-to 105

To
Akkem Naga Lakshmi,
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025
Salary:18000/-
Probation: 6 months.
Reporting to: HR

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

IQAC

Principal
SRINIVASA RAMANUJA ENGINEERING COLLEGE
(AUTONOMOUS)
Vegeswaram - 534 001, Palakollu (Dist.), A.P

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(m); 040 23744150 (o)
Email: info@lantekindia.com; www.lantekindia.com

LDR SURVEY PVT LTD

Web: www.landsurveys.in

Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Madamsetti Suresh

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering Department** in **LDR Survey Pvt Ltd.**, we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.**,. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.**, and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job.

Authorized signatory,

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , info.lsit.rgn@gmail.com

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You

will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai

office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

sunlease

Date: 25-June-2025

OFFER OF EMPLOYMENT

To:

Mr. NAGOTHULLA CHANDRA SEKHAR,

5-175/B Iakavagu Bazar(v),

Vinukonada(m), Palnadu (dist),

Andhra Pradesh - 52247

22A35A0114

Dear Mr. NAGOTHULLA CHANDRA SEKHAR,

We are pleased to offer you the position of Junior Civil Engineer at Sunlease Renewables Pvt. Ltd., Hyderabad. Your employment will be governed by the following terms and conditions:

1. **DESIGNATION, GRADE AND PLACEMENT**
   - 1.1. You are designated as **Junior Civil Engineer**. Your designation is indicative of the responsibilities you are required to carry out and may evolve based on project requirements.
   - 1.2. Your services are transferable to any of our offices or group companies within India, at the sole discretion of the management. You may also be deputed/seconded based on operational needs.
   - 1.3. Upon joining, you shall sign the 'Employee Confidentiality C Non-Solicitation Agreement' and must comply with its provisions throughout and after your employment.
2. **DATE OF JOINING**
   - 2.1. Your date of joining will be **4th July 2025**. This offer is valid only up to that date. You are requested to confirm your acceptance on or before **27th June 2025**.
3. **PROBATION**
   - 3.1. You will be on probation for **6 months** from your joining date. This period may be extended at the sole discretion of the management.
   - 3.2. You will be informed in writing upon confirmation. Until such confirmation, you shall remain on probation.
4. **COMPENSATION G BENEFITS**
   - **4.1. SALARY-STRUCTURE**

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

4.1.1. **Compensation (CTC):** Your total Cost to Company (CTC) will be ₹20,000/- per month.

4.2. Applicable deductions such as PF, TDS, and ESI, PT (if applicable in the future) shall be made as per government norms from the CTC

4.3. For reimbursement items, valid bills and vouchers must be submitted weekly or monthly. Salary details are confidential and must not be shared. Breach will be dealt with seriously.

5. **TAXATION**

5.1. The Company shall deduct applicable taxes as per statutory laws. You are responsible for filing all personal tax returns.

6. **ADDITIONAL BENEFITS**

6.1. **Accommodation:** Provided by the Company at the project site to facilitate your work commitments. When you are assigned to a site location, shared accommodation will be provided by the company.

6.2. **Food:** Food will be provided by the company. If not provided, a food allowance will be given, and the value of such allowance will be decided and communicated to you separately.

6.3. **Travel Reimbursement:** Official travel expenses shall be reimbursed upon submission of valid bills with prior approval.

6.4. **Insurance:** Coverage under group accident and/or health policy may be extended as per company discretion and prevailing policy.

7. **LEAVE**

7.1. You will be entitled to leave as per the company's leave policy. Accumulation and encashment will follow internal rules.

8. **WORK TIMINGS**

8.1. You must adhere to the work hours applicable to your site/location.

8.2. The standard is 8 hours per day, 6 days a week. However, work exigencies may require longer hours.

G. **PERFORMANCE REVIEW G APPRAISAL**

9.1. Performance will be reviewed periodically on project deliverables, compliance, and conduct. Salary revisions or promotions are purely merit-based and at management's discretion.

10. **TRANSFER G DEPLOYMENT**

10.1. You may be transferred or deployed to any unit, location, or group company in India, without extra compensation, as deemed necessary by management.

11. **ACCOUNTABILITY G CONFIDENTIALITY**

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601 Dist. A.P.

11.1. You are accountable for all on-site duties and must uphold company values of quality, safety, and integrity.

11.2. Timely and accurate reporting of work and material usage is mandatory. Misreporting or inaccuracies may lead to termination.

11.3. Any act of negligence affecting quality or safety will attract disciplinary measures.

11.4. Company property (equipment, materials, tools) must be handled with care; damage/loss may result in recovery from dues.

11.5. Adherence to disciplinary protocols is mandatory.

11.6. Employment requires full-time engagement; no other employment may be undertaken.

11.7. Disclosure of company information without permission is prohibited and will lead to immediate termination.

11.8. Confidentiality obligations extend post-employment.

11.9. All work materials/data generated during employment belong solely to the company.

11.10. You must abide by the Employee Confidentiality C Non-Solicitation Agreement during your tenure.

12. CODE OF CONDUCT

12.1. You are not permitted to represent the company externally without formal approval.

12.2. Adherence to all policies on conduct, network usage, medical fitness, and attendance is expected.

12.3. Violation of laws/regulations will lead to immediate dismissal.

13. RESIGNATION / TERMINATION

13.1. Either party may terminate employment with 3 months' notice or salary in lieu, subject to management's discretion.

13.2. Employment may be terminated without notice in cases of non-performance, gross negligence, trust breach, or misconduct.

14. MEDICAL FITNESS

14.1. Employment is conditional on medical clearance from a certified practitioner. Periodic health checks may be mandated.

15. BACKGROUND VERIFICATION

This offer is conditional upon verification of:

- Education

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 93 & 94, V2 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (965) 026 0706 | info@savantis.com | www.savantis.com

22A95A0115

SSLN: 2025/OA/0745
June 24, 2025
Mr. Sai Nagendra Maripudi

APPOINTMENT LETTER

Dear Sai Nagendra,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **June 25, 2025.**
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only).**
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offers stands cancelled.
5. On successful completion of the contract period and subject to your performance you would be converted into full-time employee.
6. As agreed by you, you will be working at the timings as per business & client requirements.
7. You will be required to maintain the utmost confidentiality in respect of department documents of the company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promoting the interest of the company and its customers and will not engage yourself in any other work either paid or in an honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of the Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,

SAVANTIS SOLUTIONS INDIA PVT LTD. HYDERABAD

Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)
Name:
Date:

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/1, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (955) 026 0066 | hr@savantis.com | www.savantis.com

ANNEXURE - A			
NAME	Sai Nagendra Maripudi		
EMPLOYEE ID			
Metro	N		
DESIGNATION	Analyst Trainee		
SALARY COMPONENT	Yearly	Monthly	REMARKS
A. BASIC SALARY (BASE PAY)			
Basic Salary (Base Pay)	66,600	5,550	
COMP 1. (A)	**66,600**	**5,550**	
B. NON-BASIC SALARY (NON BASE PAY)			
House Rent Allowance (HRA)	26,640	2,220	
Telephone/Internet	12,000	1,000	
Special Allowance	99,888	8,324	
ESI - Employee	1,665	139	
TOTAL (B)	**1,40,193**	**11,683**	
COMP 2. (A+ B)	**2,06,793**	**17,233**	
Provident Fund (Company's Contribution)	7,992	666	Maximum 1800 per month
ESI - Employer	7,215	601	
TOTAL (C)	**15,207**	**1,267**	
COMP 3. (A+ B +C)	**2,22,000**	**18,500**	
Benefits Details			
Gratuity (Company's Contribution)	0	0	4.81% of Basic Salary
TOTAL (D)	**0**	**0**	
TOTAL CTC: A+B+C+D	**2,22,000**	**18,500**	

(Sign and acknowledge)

Name:

Date:

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Ref: DARAS/C/09/2025

Date: 14-06-2025

Job Confirmation Letter

Dear: **V KUMAR NAIK,**

After careful evaluation of your application for the position of applying For Chief operational officer, we are glad to inform you have been confirmed in our organization.

Fringe benefit information is described in the enclosed Summary of Contract Employee Programs handout. The details of these programs are discussed during employment processing.

Position Details:

- **Job Title:** Civil Site Engineer
- **Department:** Site works
- **Start Date:** 19-07-2025
- **Employment Status:** Temporary/Contract

Compensation and Benefits:

- **Salary:** RS 21500 per/ month
- **Benefits:** RS 1000 per/month for Travel Expenses
- **Welcome kit:** Your welcome will send you soon, which includes safety harness, safety helmet, Roller, log books, Pointer,

Working Hours:

- Your regular working hours will be from 8:00 am to 5:30pm every day, 6 days a week.6months contract.
- Overtime may be required as per company needs and will be compensated according to company policies.

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Probationary Period:

- Your initial probationary period will be 2 months, starting from your first day of employment. During this time, your performance will be evaluated, and employment may be terminated with or without cause.

Terms and Conditions:

- You will be expected to adhere to the company policies and procedures outlined in the employee handbook, which you will receive on your first day.
- Confidentiality and non-disclosure agreements must be signed upon joining.

We are excited to have you join our team and look forward to your contributions to Daras Engineering & Constructions PVT.LTD.

Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining the staff.

Note: Send me your bank details

Sincerely,

D. Easwar karthik

D. Easwar karthik

Chief Executive Officer

IQAC

Principal
NARASARAOPETA ENGINEERING COL
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Ref: DARAS/C/09/2025

Date: 14-06-2025

Job Confirmation Letter

Dear: **G NAGENDRA BABU,**

After careful evaluation of your application for the position of applying For Chief operational officer, we are glad to inform you have been confirmed in our organization.

Fringe benefit information is described in the enclosed Summary of Contract Employee Programs handout. The details of these programs are discussed during employment processing.

Position Details:

- **Job Title:** Civil Site Engineer
- **Department:** Site works
- **Start Date:** 19-07-2025
- **Employment Status:** Temporary/Contract

Compensation and Benefits:

- **Salary:** RS 21500 per/ month
- **Benefits:** RS 1000 per/month for Travel Expenses
- **Welcome kit:** Your welcome will send you soon, which includes safety harness, safety helmet, Roller, log books, Pointer,

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining the staff.

Note: Send me your bank details

Sincerely,

D. Easwar karthik

D. Easwar karthik

Chief Executive Officer

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Daras

ENGINEERING & CONSTRUCTIONS PVT LTD

Ref: DARAS/C/09/2025

Date: 14-06-2025

Job Confirmation Letter

Dear: **P MANI KANTA,**

After careful evaluation of your application for the position of applying For Chief operational officer, we are glad to inform you have been confirmed in our organization.

Fringe benefit information is described in the enclosed Summary of Contract Employee Programs handout. The details of these programs are discussed during employment processing.

Position Details:

- **Job Title:** Civil Site Engineer
- **Department:** Site works
- **Start Date:** 19-07-2025
- **Employment Status:** Temporary/Contract

Compensation and Benefits:

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- **Benefits:** RS 1000 per/month for Travel Expenses
- **Welcome kit:** Your welcome will send you soon, which includes safety harness, safety helmet, Roller, log books, Pointer,

Principal
ARASARAOPETA ENGINEERING COLLEGE

Working Hours:

- Your regular working hours will be from 8:00 am to 5:30pm every day, 6 days a week.6months contract.
- Overtime may be required as per company needs and will be compensated according to company policies.

[redacted]

Daras

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Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining the staff.

Note: Send me your bank details

Sincerely,

D. Easwar karthik

D. Easwar karthik

Chief Executive Officer

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

Date: 25-June-2025

OFFER OF EMPLOYMENT

To:

Mr. URIBINDI PEDDA VENKATESWARLU,

7-9 Vellaturu(v),

Gkonduru(m), NTR (dist),

Andhra Pradesh - 520012

22475-A0121

Dear Mr. URIBINDI PEDDA VENKATESWARLU

We are pleased to offer you the position of Junior Civil Engineer at Sunlease Renewables Pvt. Ltd., Hyderabad. Your employment will be governed by the following terms and conditions:

1. **DESIGNATION, GRADE AND PLACEMENT**
   - 1.1. You are designated as **Junior Civil Engineer**. Your designation is indicative of the responsibilities you are required to carry out and may evolve based on project requirements.
   - 1.2. Your services are transferable to any of our offices or group companies within India, at the sole discretion of the management. You may also be deputed/seconded based on operational needs.
   - 1.3. Upon joining, you shall sign the 'Employee Confidentiality C Non-Solicitation Agreement' and must comply with its provisions throughout and after your employment.
2. **DATE OF JOINING**
   - 2.1. Your date of joining will be **4th July 2025**. This offer is valid only up to that date. You are requested to confirm your acceptance on or before **27th June 2025**.
3. **PROBATION**
   - 3.1. You will be on probation for **6 months** from your joining date. This period may be extended at the sole discretion of the management.
   - 3.2. You will be informed in writing upon confirmation. Until such confirmation, you shall remain on probation.
4. **COMPENSATION G BENEFITS**
   - **4.1. SALARY-STRUCTURE**

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

4.1.1. **Compensation (CTC):** Your total Cost to Company (CTC) will be ₹20,000/- per month.

4.2. Applicable deductions such as PF, TDS, and ESI, PT (if applicable in the future) shall be made as per government norms from the CTC

4.3. For reimbursement items, valid bills and vouchers must be submitted weekly or monthly. Salary details are confidential and must not be shared. Breach will be dealt with seriously.

5. TAXATION

5.1. The Company shall deduct applicable taxes as per statutory laws. You are responsible for filing all personal tax returns.

6. ADDITIONAL BENEFITS

6.1. **Accommodation:** Provided by the Company at the project site to facilitate your work commitments. When you are assigned to a site location, shared accommodation will be provided by the company.

6.2. **Food:** Food will be provided by the company. If not provided, a food allowance will be given, and the value of such allowance will be decided and communicated to you separately.

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6.4. **Insurance:** Coverage under group accident and/or health policy may be extended as per company discretion and prevailing policy.

7. LEAVE

7.1. You will be entitled to leave as per the company's leave policy. Accumulation and encashment will follow internal rules.

8. WORK TIMINGS

8.1. You must adhere to the work hours applicable to your site/location.

8.2. The standard is 8 hours per day, 6 days a week. However, work exigencies may require longer hours.

G. PERFORMANCE REVIEW G APPRAISAL

9.1. Performance will be reviewed periodically on project deliverables, compliance, and conduct. Salary revisions or promotions are purely merit-based and at management's discretion.

10. TRANSFER G DEPLOYMENT

10.1. You may be transferred or deployed to any unit, location, or group company in India, without extra compensation, as deemed necessary by management.

11. ACCOUNTABILITY G CONFIDENTIALITY

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

11.1. You are accountable for all on-site duties and must uphold company values of quality, safety, and integrity.

11.2. Timely and accurate reporting of work and material usage is mandatory. Misreporting or inaccuracies may lead to termination.

11.3. Any act of negligence affecting quality or safety will attract disciplinary measures.

11.4. Company property (equipment, materials, tools) must be handled with care; damage/loss may result in recovery from dues.

11.5. Adherence to disciplinary protocols is mandatory.

11.6. Employment requires full-time engagement; no other employment may be undertaken.

11.7. Disclosure of company information without permission is prohibited and will lead to immediate termination.

11.8. Confidentiality obligations extend post-employment.

11.9. All work materials/data generated during employment belong solely to the company.

11.10. You must abide by the Employee Confidentiality C Non-Solicitation Agreement during your tenure.

12. CODE OF CONDUCT

12.1. You are not permitted to represent the company externally without formal approval.

12.2. Adherence to all policies on conduct, network usage, medical fitness, and attendance is expected.

12.3. Violation of laws/regulations will lead to immediate dismissal.

13. RESIGNATION / TERMINATION

13.1. Either party may terminate employment with 3 months' notice or salary in lieu, subject to management's discretion.

13.2. Employment may be terminated without notice in cases of non-performance, gross negligence, trust breach, or misconduct.

14. MEDICAL FITNESS

14.1. Employment is conditional on medical clearance from a certified practitioner. Periodic health checks may be mandated.

15. BACKGROUND VERIFICATION

This offer is conditional upon verification of:

- Education

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

edsca

EDSCA GLOBAL LLP 10th floor, RMZ Latitude Commercial, No. 69/458/69, Bellary Road, Hebbal, Near Godrej Apt, Bengaluru, Karnataka 560024 Visit:-www.edscaglobal.com, ph:8971501054, email-info@edscaglobal.com

18th July 2025

32475A0123

Mr. SHAIK ISMAIL
2-121,Mochinthala palem ,
Bollapalli, Palnadu,
AP-522663

Sub: Job Offer Letter

Dear Mr. SHAIK ISMAIL

With reference to your application, subsequent interview, and discussions we had with you, we are pleased to appoint you as **TECHNICAL ASSOCIATE** at **EDSCA GLOBAL** for our corporate office branch at Bangalore, upon the terms and conditions discussed and concluded with you. You are requested to join at our Bangalore branch on or before **21st July 2025** with necessary documents listed below. You will be provided with an appointment letter further to the signing of MoU for a period of 12 months as discussed and agreed in between us. The salary structure has mentioned below for your reference and the detailed terms and conditions based on MoU shall be shared later upon the acceptance of this offer from your end.

Required documents (need to send by mail)

1. Copy certificates
2. Copy of any Government ID Prof.
3. Two copies of passport size color photo

Salary scale

- Salary: - Rs 22,000/- Per Month
- Probation Period: 2 months (23% salary deduction against FDP Training)
- Salary on completion of probation : Rs 25000/-
- After 6 months from probation completion, a salary revision will be there according to the performance.

Sincerely

For EDSCA GLOBAL

Chaithra N
Manager HR

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

LDR SURVEY PVT LTD

Web: www.landsurveys.in

Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Podila Srikanth

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering** Department in **LDR Survey Pvt Ltd.**, we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.,**. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.**, and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job.

Authorized signatory,

11.4.25

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

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Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

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E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

QAC

Principal
RASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
RASARAOPET - 522 601, Palnadu (Dist.) A.P.

LANTEK

JOINING LETTER

To
Seggem Tagore,
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025
Salary:18000/-
Probation: 6 months.
Reporting to: HR

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Srirama Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(✆); 040 23744150 (☎)
Email: info@lantekindia.com; www.lantekindia.com

Principal
PRASHANTHI ENGINEERING COLLEGE
(AUTONOMOUS)

sunlease

Date: 25-June-2025

OFFER OF EMPLOYMENT

224375A026

To:

Mr. SHAIK MOHAMMAD ALTHAF,
7-9 Vellaturu(v),
Gkonduru(m), NTR (dist),
Andhra Pradesh - 520012

Dear Mr. SHAIK MOHAMMAD ALTHAF

We are pleased to offer you the position of Junior Civil Engineer at Sunlease Renewables Pvt. Ltd., Hyderabad. Your employment will be governed by the following terms and conditions:

1. **DESIGNATION, GRADE AND PLACEMENT**
   - 1.1. You are designated as **Junior Civil Engineer**. Your designation is indicative of the responsibilities you are required to carry out and may evolve based on project requirements.
   - 1.2. Your services are transferable to any of our offices or group companies within India, at the sole discretion of the management. You may also be deputed/seconded based on operational needs.
   - 1.3. Upon joining, you shall sign the 'Employee Confidentiality C Non-Solicitation Agreement' and must comply with its provisions throughout and after your employment.
2. **DATE OF JOINING**
   - 2.1. Your date of joining will be **4th July 2025**. This offer is valid only up to that date. You are requested to confirm your acceptance on or before **27th June 2025**.
3. **PROBATION**
   - 3.1. You will be on probation for **6 months** from your joining date. This period may be extended at the sole discretion of the management.
   - 3.2. You will be informed in writing upon confirmation. Until such confirmation, you shall remain on probation.
4. **COMPENSATION G BENEFITS**
   - 4.1. SALARY-STRUCTURE

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(AUTONOMOUS)

4.1.1. **Compensation (CTC):** Your total Cost to Company (CTC) will be ₹20,000/- per month.

4.2. Applicable deductions such as PF, TDS, and ESI, PT (if applicable in the future) shall be made as per government norms from the CTC

4.3. For reimbursement items, valid bills and vouchers must be submitted weekly or monthly. Salary details are confidential and must not be shared. Breach will be dealt with seriously.

5. TAXATION

5.1. The Company shall deduct applicable taxes as per statutory laws. You are responsible for filing all personal tax returns.

6. ADDITIONAL BENEFITS

6.1. **Accommodation:** Provided by the Company at the project site to facilitate your work commitments. When you are assigned to a site location, shared accommodation will be provided by the company.

6.2. **Food:** Food will be provided by the company. If not provided, a food allowance will be given, and the value of such allowance will be decided and communicated to you separately.

6.3. **Travel Reimbursement:** Official travel expenses shall be reimbursed upon submission of valid bills with prior approval.

6.4. **Insurance:** Coverage under group accident and/or health policy may be extended as per company discretion and prevailing policy.

7. LEAVE

7.1. You will be entitled to leave as per the company's leave policy. Accumulation and encashment will follow internal rules.

8. WORK TIMINGS

8.1. You must adhere to the work hours applicable to your site/location.

8.2. The standard is 8 hours per day, 6 days a week. However, work exigencies may require longer hours.

G. PERFORMANCE REVIEW G APPRAISAL

9.1. Performance will be reviewed periodically on project deliverables, compliance, and conduct. Salary revisions or promotions are purely merit-based and at management's discretion.

10. TRANSFER G DEPLOYMENT

10.1. You may be transferred or deployed to any unit, location, or group company in India, without extra compensation, as deemed necessary by management.

11. ACCOUNTABILITY G CONFIDENTIALITY

Principal

MARASARAGPETA

IQAC

11.1. You are accountable for all on-site duties and must uphold company values of quality, safety, and integrity.

11.2. Timely and accurate reporting of work and material usage is mandatory. Misreporting or inaccuracies may lead to termination.

11.3. Any act of negligence affecting quality or safety will attract disciplinary measures.

11.4. Company property (equipment, materials, tools) must be handled with care; damage/loss may result in recovery from dues.

11.5. Adherence to disciplinary protocols is mandatory.

11.6. Employment requires full-time engagement; no other employment may be undertaken.

11.7. Disclosure of company information without permission is prohibited and will lead to immediate termination.

11.8. Confidentiality obligations extend post-employment.

11.9. All work materials/data generated during employment belong solely to the company.

11.10. You must abide by the Employee Confidentiality C Non-Solicitation Agreement during your tenure.

12. CODE OF CONDUCT

12.1. You are not permitted to represent the company externally without formal approval.

12.2. Adherence to all policies on conduct, network usage, medical fitness, and attendance is expected.

12.3. Violation of laws/regulations will lead to immediate dismissal.

13. RESIGNATION / TERMINATION

13.1. Either party may terminate employment with 3 months' notice or salary in lieu, subject to management's discretion.

13.2. Employment may be terminated without notice in cases of non-performance, gross negligence, trust breach, or misconduct.

14. MEDICAL FITNESS

14.1. Employment is conditional on medical clearance from a certified practitioner. Periodic health checks may be mandated.

15. BACKGROUND VERIFICATION

This offer is conditional upon verification of:

- Education

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MODELYZE LABS AI INDIA PRIVATE LIMITED

CIN: U72900KA2022FTC158420
Registered Office: Indiqube Crystal, Suraksha Properties Municipal, 73, Church St, Bengaluru, Karnataka 560001, India
Email: azam@modelyzelabs.ai, Phone: +91 9148363881

Strictly Private and Confidential

22A95A0129

11/25/2025

Nallabothula Lokesh
India

Dear Lokesh,

Subject: Conditional Offer for Employment

Modelyze Labs AI India Private Limited ("**Company**") is delighted to offer you an opportunity for full-time employment in the position of DPC in its office at Indiqube Crystal, Suraksha Properties Municipal, 73, Church St, Bengaluru, Karnataka 560001, India. In this position, you shall report to Rohita Naik and shall be required to follow directions given by the person(s) occupying that position or as delegated.

Your employment shall be subject to a probationary period of **three (3) months** which period shall commence from the date of your joining the Company. The Company may choose to reduce or extend such probationary period to the extent it deems fit.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be Rs. ₹4,50,000. Your compensation package includes a phone/internet reimbursement amount of ₹2,500 INR per month, and a home office allowance of ₹916.66 INR per month. All payments made to you by the Company shall be subject to tax to be deducted at source. Any provident fund and/or pension fund contribution (if applicable) that the Company shall be required to make on your behalf shall be deducted from your salary. The finance / payroll team shall work out the break-up of your salary after joining. The Company may change or reduce the remuneration package or compensation structure from time to time.

The terms of your employment with the Company are set out within **Annexure A** to this letter. Please read them carefully prior to acceptance of our offer.

Please note that this conditional offer is contingent upon (i) successful completion by the Company of your background checks (for which you hereby provide your consent) and; (ii) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company.

If you wish to accept our conditional offer, please electronically sign and return this letter within **three (3) business days** to the Company, failing which this shall automatically lapse and be forfeited. On your acceptance of this offer for employment and subject to successful completion of your background checks by the Company, you will be required to join on 08/12/2026 or such later date as may be communicated to you by the Company.

Should you accept this conditional offer, you are required to fully cooperate with the background check process and also provide the Company with copies of the following documents along with 2 recent passport-sized photographs:

1. Relieving letter and experience letter issued by your most recent employer
2. Most recent passport
3. Relevant educational certificates
4. Last 3 months' payslip
5. Permanent Account Number (PAN)
6. Provident Fund UAN

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7. Birth certificate
8. Driving license

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, advocates and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential, and you should refrain from discussing it with other employees of the Company.

Lokesh, we are excited and looking forward to you joining us. If you have any questions in relation to this offer, please contact me.

Yours sincerely,

_____

Justin Winckel
For **Modelyze Labs AI India Private Limited**

Acceptance

I hereby accept the terms and conditions of this offer for employment with Modelyze Labs AI India Private Limited ("**Company**") and agree to join on such date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: _____

Father's / Husband's name: _____

Date of Birth: _____

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ANNEXURE A

Terms and Conditions of Employment

1. INTRODUCTION

Our offer of employment is based on the particulars, information and declarations provided by you along with necessary background and reference checks. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. PROBATION

Your employment is subject to three (3) months' probationary period which shall commence from the date of your joining the Company. During the probationary period, your employment can be terminated by either party upon giving the other 7 days' notice. The Company may pay in lieu of notice period. If your performance is satisfactory to the Company during this period, then the Company shall confirm the appointment in writing. The Company may choose to extend such probationary period to the extent it deems fit.

3. CERTAIN EMPLOYMENT TERMS

3.1 You agree and undertake to perform various duties and responsibilities as may be required by your reporting manager from time to time. You may also be required to perform other duties as required by the Company from time to time. The Company may change your title, role and/or responsibilities from time to time. The Company may also, at its sole discretion, transfer you to any other team, department or offices of the Company or of its affiliates.

3.2 The Company has a right to assign, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits or perquisites at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

3.3 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. In view of your full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

3.4 During the course of your employment, the Company may require you to fully cooperate with other consultants, advisors, employees, officers and directors of the Company and entities with which the Company has contracted, currently or in future.

3.5 You shall deliver reports and assignments to the Company in the manner prescribed by the Company and in accordance with the requirements of the entities with which the Company has contracted, currently or in future.

3.6 In addition to your day to day responsibilities, you are also expected to record and report information concerning your work. You are required to record information accurately, honestly, and maintain and submit to the Company's corporate office, records of financial transactions as per policies, rules and regulations of the Company.

3.7 During the course of your employment, in addition to your assigned tasks and work responsibilities, the Company may require you to interact and work directly or indirectly with external entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Company through courteous conduct, positive behavior, cooperative attitude and

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(AUTONOMOUS)

SHAHGARON

02 January, 2025

Ms. Shaik Rajiya Jasmine,
D/O Mr. Shaik Sayed Hussain,
11-12/A, panditivari palam, pidiguralla,
Guntur, Andhra Pradesh- 522413.
Email: rajiyajasmine@gmail.com
Mob: +91 63041 08518.

22475A0128

Offer of Employment

Dear Ms. Shaik Rajiya Jasmine,

Subsequent to your interest in seeking placement with our organization, we are pleased to offer you the position of **"TRAINEE FUNCTIONAL CONSULTANT"** on the following terms and conditions.

Your employment will be based at **Hyderabad, India** and will take effect from the date of your reporting to duty at our Hyderabad office. Your joining date will be on or before **20th January, 2025** and this offer stands withdrawn thereafter, unless a different joining date is mutually agreed upon and communicated in writing.

Your Gross Annual Compensation will be **₹ 3,00,000/- (Indian Rupees Three Lakh Only)** and the salary components are detailed in **Annexure III** along with statutory deduction details viz. TDS, Provident Fund and Professional Tax, as applicable. Employment will be confirmed subject to successful completion of Internship/ Probation. During the Internship/ Probation you will be paid a stipend of **₹ 15,000/- (Indian Rupees Fifteen Thousand Only)** per Month.

Your employment with **Shahgaron IT Solutions (P) Ltd.** will be governed by its terms and conditions as detailed in **Annexure I & II** and other rules, regulations, internal policies and practices.

Your compensation details should remain strictly confidential and you may discuss it only with the authorized personnel of Shahgaron's HR team for any further clarifications. We hope that your acceptance of this offer will just be the beginning of a mutually rewarding relationship.

As a token of your acceptance of this Offer of Employment, please sign a copy of this letter and return the same to HR team.

We look forward to welcome you onboard of **Team Shahgaron.**

Yours sincerely,

Signature:

Date:

(Authorized Signatory for Shahgaron IT Solutions (P) Ltd.)

Signature:

Date:

(Signature of the Candidate)

Encl: Annexure – I, II & III

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Annexure – I

Terms and Conditions

1.0 Internship/Probation Period

Employee would be under internship/ probation for a period of **6 (Six) months** from the date of joining. During the probation period, the company can terminate employee's services at its discretion without assigning any reason and without any notice or notice pay. Upon completion of the probationary period, his/her employment will be confirmed as a full-time employee of the company.

2.0 Increments and Promotions

Employee's career growth and increase in your emoluments will solely depend on his/her performance evaluation, contribution to the company and also depend on company's performance.

3.0 Notice Period / Termination

If an employee decides to leave the organization, he/she will be required to submit a written resignation to their reporting manager and have to serve a notice period of **90 (Ninety) days** from the date of acceptance of resignation. Alternatively, if the company decides to terminate an employee, he/she will be provided a notice period of **30 days** from the date of termination letter or a notice pay equivalent to **one month's salary.**

The company has all the rights to dismiss or terminate an employee for any act of misconduct. There will be neither notice period nor compensation clause applicable in these cases.

Appointment of an employee is governed by the fact that all particulars furnished by him/her in the job application are true and documents submitted are valid and correct. If the said particulars or documents are found to be incorrect or if it comes to light at a later stage that he/she have concealed relevant personal information or facts, his/her appointment with the company shall stand terminated with immediate effect.

You need to accept the offer within 4 days from the date of issue of Offer Letter, otherwise your offer will be Void (It is depending up on Discretion of the company)

4.0 Location of work

Employee's base work location will be in **Hyderabad, India** and the company reserves the right to utilize his/her services or expertise on any projects based out of India or any other country. Relocation or compensatory allowance, as applicable for a project or project location, will be paid to employee as per company's policy.

5.0 Passport

During the course of employment with Shahgaron, employee might be required to travel abroad. He/ She must have a valid passport at the time of joining. Employment offer is subject to employee having a valid passport or a document which serves as proof of applying for the same.

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

6.0 Duties/Responsibilities

Employee's designation is indicative of the responsibilities that he/she is required to carry out and fulfill the obligations. However, the company shall be entitled to request his/her services at any time, to perform any other function and he/she should be bound to carry out such instructions. Employee should not indulge actively/or cause any act likely to affect the discipline that is expected from every employee of this organization or associate with any such activity which may amount to an act subversive of discipline.

7.0 Use of Company Resources

Employee will be responsible for the safekeeping (in good condition and order) of all company property entrusted to his/her care and in charge. He/ She may use the company resources only for official purpose with utmost honesty and diligence.

8.0 Business Conduct

Employee shall at all times, maintain office decorum, including interacting with colleagues, both within the office premises and at client locations. He/ She should wear appropriately for work and follow formal dress code, as outlined by management, when he/she is at any client or project site.

9.0 Sexual Harassment / Discrimination

Any act or language with sexual overtones or implications proving offensive to a colleague of the opposite or same sex will be construed as sexual misconduct and all employees should strictly avoid the same. Offensive posters/ screen savers/ mails or magazines and books at the work place should also be strictly avoided.

Every employee holding a senior and responsible position shall take all possible steps to ensure a positive work environment free of any form of sexual discrimination.

10.0 Leave Policy

As per the company leave policy, there would be three types of leaves as mentioned below. However, an employee will not be eligible for any type of leave during probation period.

Casual Leave : 12 days of casual leave in a calendar year and accrued monthly on pro-rata basis.

Earned Leave : 1 day earned leave for every 3 months and accrued on completion of every 3 months.

Sick Leave : 6 days of sick leave in a calendar year and accrued every month on pro-rata basis. Employee should provide medical certificate or any supportive document for availing sick leave and is subject to manager's approval.

11.0 Confidentiality and Non-Competency Clause

All technical developments/ documentation works executed by an employee during the course of employment are the sole property of Shahgaron IT Solutions (P) Limited, Hyderabad, India and he/ she forfeits the right to any claims thereafter.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

IQAC

edsca

EDSCA GLOBAL LLP 10th floor, RMZ Latitude Commercial, No. 69/458/69, Bellary Road, Hebbal, Near Godrej Apt, Bengaluru, Karnataka 560024 Visit:-www.edscaglobal.com, ph:8971501054, email-info@edscaglobal.com

22495A0129

18th July 2025

Mr. CHETHARAJUPALI AMARNADH
2-25,Dharma VARAM ,
Etcherla , Srikakulam,
AP-532408

Sub: Job Offer Letter

Dear Mr. CHETHARAJUPALI AMARNADH

With reference to your application, subsequent interview, and discussions we had with you, we are pleased to appoint you as **TECHNICAL ASSOCIATE** at **EDSCA GLOBAL** for our corporate office branch at Bangalore, upon the terms and conditions discussed and concluded with you. You are requested to join at our Bangalore branch on or before **21st July 2025** with necessary documents listed below. You will be provided with an appointment letter further to the signing of MoU for a period of 12 months as discussed and agreed in between us. The salary structure has mentioned below for your reference and the detailed terms and conditions based on MoU shall be shared later upon the acceptance of this offer from your end.

Required documents (need to send by mail)

1. Copy certificates
2. Copy of any Government ID Prof.
3. Two copies of passport size color photo

Salary scale

- Salary: - Rs 22,000/- Per Month
- Probation Period: 2 months (23% salary deduction against FDP Training)
- Salary on completion of probation : Rs 25000/-
- After 6 months from probation completion, a salary revision will be there according to the performance.

Sincerely

For EDSCA GLOBAL

Chaithra N
Manager HR

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522601, Palnadu (Dist.), A.P.

IQAC

22-495-A0130

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Date: 11.04.2025

Dear Mr.Yedupati Narendra

Sub: Offer of Employment

With reference to your application for the position of **Asst. Surveyor – Engineering Department** in **LDR Survey Pvt Ltd.**, we are pleased to offer you a position as **Asst. Surveyor – Engineering Department** with **LDR Survey Pvt Ltd.,**. You will join us at our **Chennai branch** to be a part of the team.

This offer will be subject to the standard terms and conditions of Employment by **LDR Survey Pvt Ltd.**, and also you will be under probation for 6 months from the date of joining. During the probation period, you will get consolidated pay.

Please get all the following documents on the date of joining:

1. Bonafide Certificate from College
2. Proof of Academic Qualification.
3. Poof of age
4. Proof of identity i.e., PAN card, driving license, Voter ID card or Passport.
5. Colour Photographs – Passport size – 4 copies.

You are expected to come to our office on **14.07.2025, at 09:30 am** to complete all the joining formalities. The appointment letter will be issued after the date of joining.

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. We hope you will find this offer acceptable and wait to welcome you to the Ladder Land Surveys, family.

Please go through the terms and conditions as applicable in the annexure.

LDR Survey Pvt Ltd., reserves all rights subject to your job.

Authorized signatory,

11.4.25

Chief Executive Officer & Director

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , Info.lsit.rgn@gmail.com

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.) A.P.

LDR SURVEY PVT LTD

Web: www.landsurveys.in Ph: +91 9940143131, +91 9840281288,

Annexure

Your stipend would be Rs.18,667 (Eighteen thousand six hundred sixty-seven only) during their probation/training period, with their confirmation after a 360-degree appraisal the salary shall be fixed based on their performance.

Human errors are not acceptable in your position and department so you were instructed to be double cautious in your duties and work, failing which your salary would be deducted as per the loss made by you to the company

You should be submitting any two original certificates of yours at the time of joining.

You are expected to be punctual not only in your office timings but in all official duties as well. You

will be transferred to any part of the country wherever and whenever it's necessary.

Accommodation shall be provided at the site only and not while in the Chennai

office.

The office timings would be **9:30 am to 1:30 pm** and **2:30 pm to 6:00 pm**, you are expected to report to your reporting officer by **9:30 am and 6:00 pm**.

There could be extended working hours as per the site you are posted.

In case of accepting this offer, you are expected to return a signed copy of this offer within 7 days from the receipt of this offer.

Corporate Office : #125,Vasantha Street, Golden George Nagar, Nerkundram, Chennai – 600107
E Mail: lsit.rgn@gmail.com, info.lsittpt@gmail.com , info.lsit.rgn@gmail.com

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

LANTEK
Surveying - Planning - Engineering

22H75A0131

JOINING LETTER

To
Swarna Lurdhu Kiran Kumar,
Date:16th June 2025.
Hyderabad

Following our recent discussions, we are delighted to offer you the position of Assistant Surveyors with LANTEK ENGINEERING CONSULTANTS. By Joining in Lantek you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to earn 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 posing.

Job Title: Assistant Surveyors
Start date:16.06.2025.
Salary:18000/-
Probation: 6 months.
Reporting to: HR

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Sriraina Vattamwar
Managing Partner
LANTEK ENGINEERING CONSULTANTS.

LANTEK ENGINEERING CONSULTANTS
H.No: 8-2-1/6/B, Opp. to Axis Bank, Srinagar Colony Main Road, Ameerpet
Hyderabad - 500073, Telangana. Contact: +91 9100034150/51(M); 040 23744150 (O)
Email: info@lantekindia.com; www.lantekindia.com

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Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/1 & 73/2, Tech Enclave, Sector 3,
HUDA Enclave, SY no 8, Madhapur, Hyderabad – 500081
Tel: +91 (995) 626 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4741
Date: -14 Feb 2025

2347IF00A0

Dear Shaik Aakila,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F00A3

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Mr. Shaik Hassain,
Back side Doctors Plaza, D.S.kalyana Mandapam road, Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Mr. Shaik Hassain,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.**, based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-**, during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SHAIK HASSAIN

IOAC

23471F00A5

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305934

Letter of Intent ("LOI")

Dear Shaik Jani Basha,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

ANNEXURE 1

SHAIK JANI BASHA
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

QAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

23471F00A7

Offer: Computer Consultancy
Ref: TCSL/DT20258160820/Hyderabad
Date: 14/11/2025

Ms. Shaik Manzur
Near Arundelpet 17th Lane
3rd cross, Guntur,
Andhra Pradesh 522002.

Dear Shaik Manzur,

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 **3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
IQAC

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Shaik Manzur**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Narasaraopeta Engineering College**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

TCS Confidential
TCSL/DT20258160620

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
IQAC

FAI

2347IF00B2

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01016541

Shaik Shaheena,
Pandaripuram, Brodipet, Guntur,
Andhra Pradesh 522002
Dear Shaik Shaheena,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Bas and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and conditions applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F00B3

COGENT
BPO • SOFTWARE • CONSULTING

Intent to Hire

Date: 10th March 2025

Dear SHAIK SHAJAHAN

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

IQAC

23471F00B4

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Shaik Sharmila Shahin,
Guntur Vari Thota Opp Bus Stand, Beside Indian Oil Petrol Pump line, Andhra Pradesh 522001, India.

Dear Ms. Shaik Sharmila Shahin,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SHAIK SHARMILA SHAHIN

FAI

2347IF00B7

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01018521

Singathala Maneesha,
Coastal Andhra Region, Kothapeta, Guntur,
Andhra Pradesh 522001

Dear Singathala Maneesha,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Bar and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and conditions applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

NQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

2347IF00B8

Offer: Computer Consultancy
Ref: TCSL/DT20258160420/Hyderabad
Date: 14/11/2025

Ms. Syagamreddy Renuka
4th Line Brodipet, Guntur,
Guntur, Andhra Pradesh
522002.

Dear Syagamreddy Renuka,

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 **3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20258160420

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

IQAC

TATA

GROSS SALARY SHEET

Annexure 1

Name	Syagamreddy Renuka
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/A, VD Tech Enclave, Sector 3,
HUDA Enclave, SY.64 P, Madhapur, Hyderabad - 500081
Tel: +91 (909) 626 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4852
Date: -14 Feb 2025

2347IF00C0

Dear Syed Kalesha Vali,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

Principal
MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE
(AUTONOMOUS)
MADANAPALLE - 517 325, Palnadu (Dist.), A.P.

IQAC

2347IF0021

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Syed Shahina**

Email ID : shahina786@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/1, (A Part), Cyber Enclave, Sector 3,
HUDA Techno Enclave, Cyber Gachibowli, Madhapur, Hyderabad - 500081
Tel: +91 (995) 020 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4963
Date: -14 Feb 2025

2347IF0005

Dear Tommandru Neelaveni,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

savantis

Savantis Solutions India Pvt Ltd.
7th Floor, Plot no. 73(P), VSI Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (959) 120 0004 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4321
Date: -14 Feb 2025

23471P0067

Dear Velpuri Kalyan,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

Received
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

IQAC

savantis

Savantis Solutions India Pvt Ltd.
7th Floor, Plot No. 2/C, Sy No. 83/1, Raheja Mindspace, Madhapur, Hyderabad - 500081
HUDA Enclave, Sy No. 83/1, Madhapur, Hyderabad - 500081
Tel: +91 (995) 020 1600 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4111
Date: -14 Feb 2025

2347IF0058

Dear Vengalasetty Mounika,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P

23471F00D2

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Yedijarla Raja Mohan Reddy ,
4/7, Brodipet, Guntur, Andhra Pradesh 522403, India.

Dear Yedijarla Raja Mohan Reddy,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal

YEDIJARLA RAJA MOHAN REDDY

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.)

23471F00D3

COGENT

Intent to Hire

Date: 10th March 2025

Dear ADINARAYANA KAKARLA

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

IQAC

23471F00D4

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305267

Letter of Intent ("LOI")

Dear Annapareddy Venkata Nandini,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

ANNEXURE 1

ANNAPAREDDY VENKATA NANDINI
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

FAI

23471F00D5

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01019630

Bandi Nagarjuna,
Chandramouli Nagar, Guntur.
Andhra Pradesh 522007
Dear Bandi Nagarjuna,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg. No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

2347IP00E1

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Dadibathina Jyothi**

Email ID : jyothi1155@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 70 & 72, Tech Mahindra, Sector 3,
HUDA Enclave, SY.No.83, Madhapur, Hyderabad - 500081
Tel: +91 (955) 525 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4654
Date: -14 Feb 2025

23471F0056

Dear Galam Nagalakshmi,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P

Capgemini

23471F00E8

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305708

Letter of Intent ("LOI")

Dear Gonuguntla Sireesha,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P

ANNEXURE 1

GONUGUNTLA SIREESHA
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

23471F00E9

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01017410

Gottipati Sai Raja,
Krishna Nagar, Guntur,
Andhra Pradesh 522006
Dear Gottipati Sai Raja,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg. No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F00F2

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Janga Akhila,
Collector Office Rd, Beside Hindu College Grounds, Nagarampalem, Guntur, Andhra Pradesh 522004, India.

Dear Ms. Janga Akhila,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-**, during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
JANGA AKHILA
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471F00F4

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305591

Letter of Intent ("LOI")

Dear Kanamala Kanchanamala,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

ANNEXURE 1

KANAMALA KANCHANAMALA
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

IQAC

Principal
HARASAHAPOORNA ENGINEERING COLLEGE
(AN ISO 9001:2015 CERTIFIED)
HARASAHAPOORNA, Suryapet, Palakeedu (Dist.) A.P.

23471F00F7

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01014575

Konidena Ganesh Babu,
Opposite to Hollywood & Bollywood,
Andhra Pradesh 522007
Dear Konidena Ganesh Babu,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 236 & 237, Tech Curve, Sector 3,
HUDA Enclave, Sy no 5, Madhapur, Hyderabad – 500081
Tel: +91 (995) 026 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4456
Date: -14 Feb 2025

2347 1F00 F9

Dear Koreboina Bhuvaneswari,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

NARASARAOPETA ENGINEERING COLLEGE

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot No. 7, 36 (P), Tech Enclave, Sector 3,
HUDA Enclave, SY No 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (959) 626 [illegible] | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4789
Date: -14 Feb 2025

2347IF00G4

Dear Mannam Lavanya,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
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5. Pan card
6. 3 Passport size photographs.

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The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

23471F0065

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Mareboina Bhargavi**

Email ID : bhargavi.m@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522601, Palnadu (Dist.) A.P.

23471F00G7

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 229 & 230, Tech Canopy, Sector 5,
HUDA Techno Enclave, Cyber Towers, Madhapur, Hyderabad - 500081
Tel: +91 (995) 620 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4879
Date: -14 Feb 2025
Dear Narra Swarna Latha,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
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4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F00G8

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Mr. Palagani Kasiraju,
1st cross, 18th Lane, Arundelpet,, behind joyalukkas showroom, Guntur, Andhra Pradesh 522002, India.

Dear Mr. Palagani Kasiraju,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.**, based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-**, during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

PALAGANI KASIRAJU

23471F00H3

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Mr. Pitchala Venkata Phani Kumar Reddy,
Old Club Rd, Coastal Andhra Region, Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Mr. Pitchala Venkata Phani Kumar Reddy,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.**, based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-**, during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

PITCHALA VENKATA PHANI KUMAR REDDY

NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471f00H7

Offer: Computer Consultancy
Ref: TCSL/DT20258160111/Hyderabad
Date: 14/11/2025

Ms. Shaik Bellamkonda Mansoor
Vijaya Durga Towers,
Reddypalem, Inner Ring
Road, Guntur, Andhra
Pradesh 522509.

Dear Shaik Bellamkonda Mansoor,

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 **3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda Road, Yellamanda (Dist.), A.P

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET Annexure 1

Name	Shaik Bellamkonda Mansoor
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

23471F0012

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Tatineni Nayomi,
Gunturvari Thota, GV Thota, Guntur, Andhra Pradesh 522001, India.

Dear Ms. Tatineni Nayomi,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

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    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter.**

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
TATINENI NAYOMI
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.), A.P.

23471F0013

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Chinthala Raja Rajeswari**

Email ID : rajeswari123@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
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- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu(Dist.) A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 83/1 (P) To 4 Enclave, Sector 2,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (959) 626 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4546
Date: -14 Feb 2025

23471F0014

Dear Yakkala Pujitha,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
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The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

FAI

23471F0015

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01011155

Shaik Mubeena,
D.No.5-87-132, 2/1 Lakshmipuram Opposite
Andhra Pradesh 522007
Dear Shaik Mubeena,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ban and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered offi at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

TATA

23471F00E7

Offer: Computer Consultancy
Ref: TCSL/DT20258160123/Hyderabad
Date: 14/11/2025

Ms. Rallabandi Sai Swapna
Arundalpet, Guntur, Andhra
Pradesh 522002.

Dear Rallabandi Sai Swapna,

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 **3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness incentive and/or Competency incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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 (Dist.), A.P.
TCS Careers Servicelink: 1800 209 3111 Email: careers@tcs.com

Principal
NADIGARADDETA ENGINEERING COLLEGE
(AUTONOMOUS)

TATA

GROSS SALARY SHEET

Annexure 1

Name	Rallabandi Sai Swapna
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet-522601, Palnadu (Dist.) A.P

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan park, No 1 Software Units Layout, Madhapur, Hyderabad 500 081
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 Servicefine: 1800 209 3111 Email: careers@tcs.com

2347-IT-0058

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Gurram Meghana**

Email ID : meghanagurram123@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73, 74, 75 Inc. Enclave, Sindhu e-
HUDA Enclave, Survey No. 64, Madhapur, Hyderabad - 500081
Tel: +91 (95) 626 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4213
Date: -14 Feb 2025

23471F0073

Dear Shaik Sameer,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F00J7

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Bojja Rekha,
ST Joseph General Hospital Opp Guntur Govt Hospital Emergency Block, Andhra Pradesh 522004, India.

Dear Ms. Bojja Rekha,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

BOJJA REKHA

23471F0078

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Daggupati Naveena**

Email ID : naveena.d1122@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F0002

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Bandaru Divya,
Amaravathi Rd, Opposite LIC Office, Naidupet, Guntur, Andhra Pradesh 522007, India.

Dear Ms. Bandaru Divya,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist. A.P.

BANDARU DIVYA

23471F0006

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01011152

Bezawada Venkata Sai Gopinadh,
Don Boscow Bishop House, Guntur, Andhra Pradesh 522007
Dear Bezawada Venkata Sai Gopinadh,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ban and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure 1.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/1, VSI Tech Enclave, Sector 3,
HUDA Enclave, Survey No. 64, Madhapur, Hyderabad – 500081
Tel: +91 (995) 026 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4254
Date: -14 Feb 2025

23471F0007

Dear Bolisetty Vamsikrishna,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0010

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01013521

Chagala Koti Subba Rao,
Sambasiva Pet, Guntur,
Andhra Pradesh
Dear Chagala Koti Subba Rao,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F0013

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305843

Letter of Intent ("LOI")

Dear Thoka Triveni,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

ANNEXURE 1

THOKA TRIVENI
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

IQAC

Principal
[illegible]SARAOPETA ENGINEERING COLLEGE
[illegible]ONOMOUS)
[illegible]RAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0017

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01011457

Durgempudi Rajya Lakshmi,
Brindavan Gardens, Guntur,
Andhra Pradesh 522006
Dear Durgempudi Rajya Lakshmi,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition: applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
SARAGADAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
SARAGADAPET - 522 601, Palnadu (Dist.), A.P.

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
PADAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/2, 1-98/3 Tech Mahindra, Sector 3,
HUDA Enclave, Sy No 64 P, Madhapur, Hyderabad - 500081
Tel: +91 (959) 020 0006 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4457
Date: -14 Feb 2025

23A71F0021

Dear Goli Vinod Kumar,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
PRATHIMA ENGINEERING COLLEGE
(AUTONOMOUS)
NAGAYYAGARAOPET - 522 601, Pothavaram (Dist.), A.P.

23471F0023

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01012546

Gottimukkala Naga Sowmya,
Main Rd, above Indian Terrain, Guntur,
Andhra Pradesh 522007
Dear Gottimukkala Naga Sowmya,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F0024

COGENT

Intent to Hire

Date: 10th March 2025

Dear GUNTUPALLI ANUSHA

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

Principal

RAJASARAOPETA ENGINEERING COLLEGE

(AUTONOMOUS)

[illegible]RAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

23471F0025

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Javvadi Anusha,
Suraksha Hospitals, Old Club Rd, Gunturvari Thota, 8th Line, Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Ms. Javvadi Anusha,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible] Palnadu (Dist.) A.P.

JAVVADI ANUSHA

2347IF0029

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Kukkamudi Anusha**

Email ID : k.anusha2003@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522 601, Palnadu (Dist.), A.P.

23471F0032

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Lamkireddy Mary Komali,
Amaravathi Road, Guntur, Andhra Pradesh, India.

Dear Ms. Lamkireddy Mary Komali,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

LAMKIREDDY MARY KOMALI

savantis

Savantis Solutions India Pvt Ltd.
7th Floor, Plot no. 73/1 & 72, Tech Enclave, Sector 3,
HITEC City Enclave, SY No 7, Madhapur, Hyderabad - 500 081
Tel: +91 (995), 020 (508) | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4462
Date: -14 Feb 2025

2347 1F-0036

Dear Mundru Krishna Prasad,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

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2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible], Palnadu (Dist.) A.P.

23471F0038

COGENT

Intent to Hire

Date: 10th March 2025

Dear MUVVA RAJESH BABU

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

TECH
mahindra

23471F0041

Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 841145/2311473/JTA **13-Jun-2025**

Ms. Nandyala Gowthami
Hyderabad (Ts) - 500001
Mobile: 9550913725

Subject: Offer of Appointment

Dear **Ms. Nandyala Gowthami**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer** at **Band 'U' and Sub Band 'U1'** under **JTA Scheme.**

2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your Annual Total Cash Compensation will be **INR (INR only).** Please refer **Annexure A** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following: -

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure I)** with our organization for a sum of **INR 1,00,000/- (INR One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR 15,000/- (INR Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for

Rise for a more equal world

Rise to be future-ready

Rise to create value

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

TECH
mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	**Ms Nandyala Gowthami**
TITLE	**Jr. Software Engineer**
BAND	**U1**
LOCATION	**HYDERABAD**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	103312
HRA (@70% OF BASIC)	72318
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	12397
FLEXIBLE COMPONENTS OF TFP	22254
TOTAL FIXED PAY..... (A)	**258281**
TOTAL VARIABLE PAY (TVP)..... (B)	**28698**
ADDITIONAL BENEFITS..... (C)	
GRATUITY	4970
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	8051
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**286979**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

Rise for a more equal world Rise to be future-ready Rise to create value

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

FAI

23471F0042.

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01013524

Nidikonda Pujitha,
Union Bank Of India, Kothapeta, Guntur,
Andhra Pradesh 522001
Dear Nidikonda Pujitha,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
VEERAGHAVAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
VEERAGHAVAPET - 522 601, Palnadu (Dist.), A.P.

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
SARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
222601, Palnadu (Dist.), A.P.

23471F0044

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01012579

Pathan Shameem,
beside Sri Chatanya School,
Andhra Pradesh 522007
Dear Pathan Shameem,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

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If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

...ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

...NAGAPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...NAGASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0045

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Peddinti Bala Siva Kumar,
Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Ms. Peddinti Bala Siva Kumar,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

PEDDINTI BALA SIVA KUMAR

23471F0046

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305472

Letter of Intent ("LOI")

Dear Peram Krishna Veni,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

ANNEXURE 1

PERAM KRISHNA VENI
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23A71P0049

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Pondugula Kowsalya**

Email ID : kowsalya.1199@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

TECH
mahindra

234715050

Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 841145/2317945/JTA

13-Jun-2025

Ms. Sowmya Ponnapati
Hyderabad (Ts) - 500001
Mobile: 9550914579

Subject: Offer of Appointment

Dear **Ms. Sowmya Ponnapati**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer** at **Band 'U' and Sub Band 'U1'** under **JTA Scheme**.

2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"**(**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your Annual Total Cash Compensation will be **INR (INR only).** Please refer **Annexure A** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following: -

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure I)** with our organization for a sum of **INR 1,00,000/- (INR One Lakh Only**). As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR 15,000/- (INR Fifteen Thousand Only**) towards travel & movement of baggage, initial hotel accommodation and deposit for

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TECH
mahindra

Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	**Ms Sowmya Ponnapati**
TITLE	**Jr. Software Engineer**
BAND	**U1**
LOCATION	**HYDERABAD**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	103312
HRA (@70% OF BASIC)	72318
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	12397
FLEXIBLE COMPONENTS OF TFP	22254
TOTAL FIXED PAY..... (A)	**258281**
TOTAL VARIABLE PAY (TVP)..... (B)	**28698**
ADDITIONAL BENEFITS..... (C)	
GRATUITY	4970
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	8051
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**286979**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** . Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P

234171F0051

COGENT

Intent to Hire

Date: 10th March 2025

Dear PONNAPATI VYSHNAVI

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no 73(pt), VC Tech Enclave, Sector 2,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0000 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4125
Date: -14 Feb 2025

2347IP0054

Dear Putta Harika,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI
Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
SAHAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
SAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0059

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Sanaga Thulasi**

Email ID : thulasi4422@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0062

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73 & 74, VD Tech Towers, Sector 3,
HUDA Enclave, SY.No.83, Madhapur, Hyderabad – 500081
Tel: +91 (040) 6666 6666 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4147
Date: -14 Feb 2025
Dear Shaik Dariyavali,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
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2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

234711F0063

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01012451

Shaik Ghousya,
Indian Springs School, Kothapeta, Guntur,
Andhra Pradesh 522001
Dear Shaik Ghousya,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

2347IF0067

COGENT

Intent to Hire

Date: 10th March 2025

Dear ANNAPRAGADA GOPI

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0068

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Aravapalli Swarna Latha Lakshmi Jaya Sri**

Email ID : swarnalatha2003@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471F0070

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Ms. Badri Deepika,
Amaravathi Hospital, Old Club Rd, Near RTC Bus Stop, Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Ms. Badri Deepika,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.,** based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-,** during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

BADRI DEEPIKA

FAI

2347IF0071

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01012010

Bandaru Mallika
Kothapeta, Guntur,
Andhra Pradesh 522001
Dear Bandaru Mallika,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ba and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation ***(including variable Pay)***	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2024.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 01-Jun-2022.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

23471F0074

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305819

Letter of Intent ("LOI")

Dear Cherukuri Vijay Pramod,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

ANNEXURE 1

CHERUKURI VIJAY PRAMOD
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471F0079

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01011575

Janapaneni Veerapradyumna,
Kothapeta, Guntur,
Andhra Pradesh 522201
Dear Janapaneni Veerapradyumna,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ban and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered offi at Aveda Meta Bldg. No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation *(including variable Pay)*	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and condition applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

FAI

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471F0080

CES INFORMATION TECHNOLOGIES PVT LTD

Offer of Employment

Date: 29th March 2025

To
Jatapati Aswani,
Old Club Road Opp RTC Bus Stand, Gunturvari Thota, Kothapeta, Guntur, Andhra Pradesh 522001, India.

Dear Jatapati Aswani,

This has reference to our campus recruitment drive conducted at **Narasaraopeta Engineering College**, Guntur on **26th September 2024** and subsequent interviews you had with us.

We are glad to offer you the position of **Junior Software Technologist** in our organization **CES Information Technologies Pvt Ltd.**, based in **Chennai.**

Your gross annual salary on joining would be **Rs. 3,50,000/-**, during the Probation period. Break up of your salary structure will be provided along with the appointment letter.

Following the acceptance of this Offer Letter, you will need to furnish the below credentials at the time of joining. The photocopies, where required, should be presented along with the originals for verification.

1. **Latest Passport size photographs (5 Nos)**
2. **Photocopies of service certificates from previous internships/part-time jobs if any**
3. **Photocopies of Academic credentials**
    a. **10th Standard Mark sheet**
    b. **12th Standard Mark sheet**
    c. **U.G Mark sheets and degree certificate/provisional certificate**
    d. **P.G Mark sheets & Certificate (As Applicable)**
4. **Photocopy of Conduct Certificate from your current institute**
5. **Photocopy of Residential Proof (Ration Card/Bank Statement/Telephone Bill/Passport)**
6. **Photocopy of a valid Identity Proof (Driving license/Passport/PAN Card/Voter ID)**

You shall commence your tenure in our Company on or before **01st June 2025**. We would appreciate your confirmation of acceptance of the above offer within **3 days from receipt of this letter**.

Non-acceptance before the stipulated date shall make this offer redundant by default. Our detailed letter containing terms and conditions of employment will be provided on the date of commencement.

Please return the enclosed copy duly signed as a token of your acceptance.

For CES Information Technology Private Limited,

Ravishankar Sadasivam,
(Associate Director – Human Resources)

Accepted

JATAPATI ASWANI

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 70(P), VS Techno Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (995) 020 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4258
Date: -14 Feb 2025

2347IT6082

Dear Kotari Ganesh,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI Date: 2025.02.14

Manish Modi
Manager Recruitment

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471F0084

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1305156

Letter of Intent ("LOI")

Dear Kunduru Sanjeevareddy,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522 601, Palnadu (Dist.), A.P.

ANNEXURE 1

KUNDURU SANJEEVAREDDY
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

TATA

23471F0085

Offer: Computer Consultancy
Ref: TCSL/DT20258160175/Hyderabad
Date: 14/11/2025

Ms. Kunisetty Sai Chandana
Ramalayam Street,
Chilakaluripet -522616,
Andhrapradesh.

Dear Kunisetty Sai Chandana,

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 **3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
NAGARJUNA SARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NAGARJUNA SARAOPET - 522 601, Palnadu (Dist.), A.P.

TATA

GROSS SALARY SHEET

Annexure 1

Name	Kunisetty Sai Chandana
Designation	Assistant System Engineer-Trainee
Institute Name	Narasaraopeta Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

TCS Confidential
TCSL/DT20258160175

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471F0089

COGENT

Intent to Hire

Date: 10th March 2025

Dear MOTAMARRI VENKATA NAGA SRAVANTHI

We are delighted to inform you that you have been selected for the Position of CSA (Customer Support Associate) in our organization for our Mangalore location. You will be offered a monthly salary of INR 18000 PM.

Your joining date will be 15t May 2025 for the further process at our Office address below with the documents as discussed

In case you have any queries please feel free to reach us on +9197036363 6 or you can also email us on hr.mangalore@cogenteservices.com

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory

COGENT E-SERVICES PVT. LTD. MANGALORE

Regards,

Cogent E Services Limited

1st Floor Raj Towers, Balmatta Road

Opp- Roopa Hotel Mangalore - 575002

M:+91 9703636346

W: www.cogenteservices.com

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73P & 74, Image Gardens, Sector 3,
HUDA Techno Enclave, Madhapur, Hyderabad – 500081
Tel: +91 (995) 026 0006 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2025/4369
Date: -14 Feb 2025

234711F0091

Dear Murarisetty Manjusha,

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **1 August 2025** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH MODI Date: 2025.02.14

Manish Modi
Manager Recruitment

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda Road, Yellamanda (Dist.), A.P.

IQAC

23471F0096

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : **Ravulapalli Aswani Devi**

Email ID : aswani143@gmail.com

College Name : Narasaraopeta Engineering College

Date : 10-Jan-25

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Hyderabad. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners' ranges between **2.40 LPA to 2.70 LPA.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...522601, Palnadu (Dist.), A.P.

SUTHERLAND

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Achamma Hannah Iype
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471F0098

30-May-2025

Ref No: FAI/HYD/OL/SW/80321/01011653

Sampathi Vandana,
Arundelpet, Guntur,
Andhra Pradesh 522002
Dear Sampathi Vandana,

Sub: Employment Offer Letter

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Ban and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered off at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

Designation	**Technical Trainee**
Band	**A1**
Location	**Hyderabad**
Annual Compensation *(including variable Pay)*	**440,000.00 (Four Lakhs Forty Thousand Only) as detailed in Annexure I.**

The starting date of your employment will be no later than 18-Jul-2025.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and conditions applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdraw

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before 02-Jun-2025.
If you need any further information, please feel free to contact : Pathikonda Sri Gayathri (psrigayathri@firstam.com).

IQAC

RAJALAKSHMI ENGINEERING COLLEGE
(AUTONOMOUS)
Thandalam - 602 105, Tamil Nadu

Annexure – I

COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	200,000	16,667
House Rent Allowance	80,000	6,667
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	96,000	8,000
Employer's share of Provident Fund	24,000	2,000
Gross Wage	**400,000**	**33,333**
Annual Bonus / Performance Incentive	40,000	3,333
Total Cost to the Company	**440,000**	**36,667**

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

23471E00A2

April 02,2025

SHRIRAM Finance

Ref No:CAN103471
Mr.MAMIDALA GOPI
2-73,Narnepadu,
Muppalla,
Andhra Pradesh-522408.
Mob No.: 9909865949

Dear Mr.MAMIDALA GOPI,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.In Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522601, Palnadu (Dist.), A.P

2347 1E00A3

Keertana

Mr. Manda Ameesh
Narasaraopeta,Palnadu.

Date:17th Nov 2025

Dear Manda Ameesh

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In case there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471E00B4

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551785
Applicant ID - 5580963

15-Oct-2025

Puli Ganga Bhavani

Dear Puli

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara-390 007, India.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist. A.P.

IQAC

ICICI Bank

Remuneration Details

Name : Puli Ganga Bhavani
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET 522601, Palnadu (Dist.), A.P.

23471E00B6

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551476
Applicant ID - 5580397

15-Oct-2025

Rentapalla Rajesh

Dear Rentapalla

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

ICICI Bank

Remuneration Details

Name : Rentapalla Rajesh
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
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Vadodara 390 007, India.

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PRINCIPAL
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471E00B7

April 02,2025

SHRIRAM Finance

Ref No:CAN102971

Mr. SHAIK ABDUL BASHA
2-12,Kommalapadu,
Santhamaguluru,
Andhra Pradesh-523303.
Mob No.: 8109865949

Dear Mr. SHAIK ABDUL BASHA,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Narasaraopet - 522 601, Palnadu (Dist.) A.P.

23471E0060

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551351
Applicant ID - 5580852

15-Oct-2025

Shaik Karimjilani

Dear Shaik

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

ICICI Bank

Remuneration Details

Name : Shaik Karimjilani
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
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Vadodara 390 007, India.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

GlobalLogic®

A Hitachi Group Company

23471E00C4

GL08-FM-PD-059

Date: 11-Oct-2025

Shaik Subhani

Address: D.No.12-761, Maddinagar, Near Govt.Hospital,Chilakaluripet, Palnadu Dt-522616

Dear Shaik Subhani

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst**, **Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and the holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET (Dist.) A.P.

GlobalLogic®
A Hitachi Group Company

GL08-FM-PD-059

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Principal
NADASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NADASARAOPET - 522 601, Palnadu (Dist.), A.P.

IQAC

Date:

Signature:

Shaik Subhani

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-059

Annexure – 1

Salary Structure	
Name: Shaik Subhani	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500019

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471E0006

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551698
Applicant ID - 5580148

15-Oct-2025

Syed Anwar

Dear Syed

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

ICICI Bank

Remuneration Details

Name : Syed Anwar
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
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IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23471E00D2

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551247
Applicant ID - 5580115

15-Oct-2025

Vemparala Sai Kiran

Dear Vemparala

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful compietion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

ICICI Bank

Remuneration Details

Name : Vemparala Sai Kiran
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

GlobalLogic®

A Hitachi Group Company

23471E0007

GL08-FM-PD-054

Date: 11-Oct-2025

Konidena Gopi

Address: D.No. 7-661, Sivalayam Street, Konidena (V), Ballikurava (Md),Bapatla Dt-523301

Dear Konidena Gopi

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date:

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Krishna Gopi
NARASARAOPET - 522601, Palnadu Dist., A.P.

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GL08-FM-PD-054

Annexure – 1

Salary Structure	
Name: Konidena Gopi	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

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(AUTONOMOUS)
Palnadu (Dist.) A.P

For GlobalLogic Technologies Private Limited ("GlobalLogic")

23A71E00D9

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551874
Applicant ID - 5580475

15-Oct-2025

Sanjeeva Anjali

Dear Sanjeeva

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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(AUTONOMOUS)
...DET - 522 601. Palnadu (Dist.) A.P

ICICI Bank

Remuneration Details

Name : Sanjeeva Anjali
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P

23471E00E2

Keertana

Mr. Chimata Gopal
Narasaraopeta,Palnadu.

Date:17th Nov 2025

Dear Chimata Gopal

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

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NARASARAOPET-522601, Palnadu (Dist.), A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

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(AUTONOMOUS)
NARASARAOPET - 522601. Palnadu (Dist.), A.P.

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23471E00E7

GL08-FM-PD-027

Date: 11-Oct-2025

Chattu Nagaraju

Address: D.No. 5-33, Chirumamilla (V), Nadendla (Md), Palnadu Dt-522234.

Dear Chattu Nagaraju

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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NARASARAOPET - 522601, Palnadu (Dist.), A.P.

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...-522 601, Palnadu (Dist.) A.P.

Date:

Signature:

Chattu Nagaraju

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GL08-FM-PD-027

Annexure – 1

Salary Structure	
Name: Chattu Nagaraju	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

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Principal

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda Road, Palnadu (Dist.), A.P.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

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A Hitachi Group Company

23471E00F8

GL08-FM-PD-065

Date: 11-Oct-2025

Kanamarlapudi Kusuma

Address: D.No. 2-3, Nagireddy Bazar, Barampet, Narasaraopet,Palnadu Dt-522601.

Dear Kanamarlapudi Kusuma

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

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1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

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   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

QAC
Telangana 500016
Phone: (91.40.6141 9000

(Previously known as Global Logic India Limited)

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

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For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

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IQAC

Date:

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kanamarlapudi, Kusuma
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-065

Annexure – 1

Salary Structure	
Name: Kanamarlapudi Kusuma	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
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LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500033 Telangana 500019
Phone (91 40 6141 5900

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471E0001

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551514
Applicant ID - 5580114

15-Oct-2025

Adapala Durga Rao

Dear Adapala

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
[illegible] - 522 601, Palnadu (Dist.), A.P.

IQAC

ICICI Bank

Remuneration Details

Name : Adapala Durga Rao
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

GlobalLogic®

A Hitachi Group Company

23471E0003

GL08-FM-PD-053

Date: 11-Oct-2025

Athamakuri Tharuni Sri Sai Sahitya

Address: Gokula Seetharamaiah Nagar, Surya Towers, Narasaraopet, Palnadu Dt-522601.

Dear Athamakuri Tharuni Sri Sai Sahitya

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements, you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
...RET - 522601, Palnadu (Dist.), A.P.

GlobalLogic®
A Hitachi Group Company

GL08-FM-PD-053

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025.**

IQAC

Date:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601

Signature: Athamakuri Thanuja Sri Sai Sahitya

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-053

Annexure – 1

Salary Structure	
Name:Athamakuri Tharuni Sri Sai Sahitya	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500032 Telangana 500032 Phone: 91 40 6141 9999

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23A71E0004

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551264
Applicant ID - 5580128

15-Oct-2025

Balijepalli Brahmaiah

Dear Balijepalli

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

ICICI Bank

Remuneration Details

Name : Balijepalli Brahmaiah
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

23U71E0006

April 02,2025

SHRIRAM Finance

Ref No:CAN102541

Mr.BHIMANADHUNI BALA RAMA KRISHNA
8-341-3, Brahmamagari Temple Street,
Piduguralla,
Andhra Pradesh-522413.
Mob No.: 6309865949

Dear Mr. BHIMANADHUNI BALA RAMA KRISHNA,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal

23471E0008

Keertana

Ms. Challa Pravallika
Narasaraopeta, Palnadu.

Date:17th Nov 2025

Dear Challa Pravallika

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Principal
NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

23471R0010

April 02,2025

SHRIRAM Finance

Ref No:CAN102651

Ms.CHINTHAGUNTA SAI SRI MAHESWARI
12-12-15,Prakash Nagar,
Narasaraopet,
Andhra Pradesh-522601.
Mob No.: 7309865949

Dear Ms.CHINTHAGUNTA SAI SRI MAHESWARI,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions:

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23A71E0011

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551125
Applicant ID - 5580478

15-Oct-2025

Dasari John Raju

Dear Dasari

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

ICICI Bank

Remuneration Details

Name : Dasari John Raju
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

GlobalLogic®

A Hitachi Group Company

23471E0012

GL08-FM-PD-061

Date: 11-Oct-2025

Dasari Pavani Deve Sri

Address: D.No 4-5-12 Ringroad Opp 4th, 1st Block Koramangala, Vidyanagar, Guntur, Andhra Pradesh 522007

Dear Dasari Pasvani Deve Sri

Subject: Offer of Employment with GlobalLogic Technologies Private

Limited ("GlobalLogic") Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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Telangana 509001

Telangana 500018
Phone | 91 40 6141 5000

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

IQAC

Date:

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601. Palnadu (Dist.), A.P.

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-061

Annexure – 1

Salary Structure	
Name: Dasari Pavani Deve Sri	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme–	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

– NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

IQAC

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500032 Telangana 500032 Phone: | 91 40 6141 9600

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist.

23A71R0013

Keertana

Ms. Dasari Sai Swetha
Chirala, Bapatla.

Date:17th,Nov 2025

Dear Dasari Sai Swetha

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471E0014

April 02,2025

SHRIRAM Finance

Ref No:CAN104570
Ms.GADE DHANA LAKSHMI
1-107,Kotanemalipuri,
Rajupalem,
Andhra Pradesh-522413.
Mob No.: 8109865949

Dear Ms.GADE DHANA LAKSHMI,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

23471E0020

April 02,2025

SHRIRAM Finance

Ref No:CAN101974
Ms.KAKUMANU BHAVANA
6-48,Santhanuthanalapadu,
Ongole,
Andhra Pradesh-523225.
Mob No.: 9909865921

Dear Ms.KAKUMANU BHAVANA,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview, we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions:

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

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Principal
PANIMALAR ENGINEERING COLLEGE
(AUTONOMOUS)

23471E0023

April 02,2025

SHRIRAM Finance

Ref No:CAN101520
Mr. KUCHI VINAY KUMAR
1-145/35,Tata show room,
Narasaraopet,
Andhra Pradesh-522601.
Mob No.: 9909861949

Dear Mr. KUCHI VINAY KUMAR,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos
b. Copy of Pan card & Aadhaar card(compulsory).
c. Copy of Address ID proof.
d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).
e. Relieving & Experience Letter from Current Employer for Experienced Candidates.
f. Proof of latest 3 months payslips (If applicable).
g. Copy of Driving License is mandatory.
h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail Id hrd@novactech.in Phone No. 044-42913019/3052.

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu (Dist.) A.P.

23A71E0024

Keertana

Mr. Kumbha Venugopal
Guntur, Guntur Dist.

Date: 17th Nov 2025

Dear Kumbha Venugopal

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

Principal

NARASARAOPET ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

Principal
NAHASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NAHASARAOPET-522601, Palnadu (Dist.), A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

23471R0026

Keertana

Ms. Kurra Usharani
Piduguralla,Palnadu.

Date:17th Nov 2025

Dear Kurra Usharani

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

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Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards

For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Keertana

23L71E0032

Ms. Mohammad Karishma
Vinukonda,Palnadu.

Date: 17th,Nov 2025

Dear Mohammad Karishma

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601, Palnadu (Dist.) A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23A71E0035

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551469
Applicant ID - 5580645

15-Oct-2025

Muvva Vikranth

Dear Muvva

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522 601, Palnadu (Dist.) A.P.

ICICI Bank

Remuneration Details

Name : Muvva Vikranth
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex,
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Kotappakonda Road, Yellamanda (Post), A.P.

23471E0037

April 02,2025

SHRIRAM Finance

Ref No:CAN104560
Mr.NAIDU GOPI
5-13,Kavuru,
Chilakaluripet,
Andhra Pradesh-522611.
Mob No.: 9912865949

Dear Mr.NAIDU GOPI,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (if applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal

PRATHYUSHA ENGINEERING COLLEGE
(AUTONOMOUS)
THIRUVALLUR - 602 601, Palnadu (Dist.), A.P.

23A71E0038

April 02,2025

SHRIRAM Finance

Ref No:CAN102011

Mr.NASINA VENKATA VINOD

3-11, Boggaram,

Ipur,

Andhra Pradesh-522658.

Mob No.: 9909127949

Dear NASINA VENKATA VINOD,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH

SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

GlobalLogic®

A Hitachi Group Company

23471E0044

GL08-FM-PD-025

Date: 11-Oct-2025

Perugu Subba Rao

Address: Amaravathi Rd, Opposite LIC Office, Naidupet, Guntur, Andhra Pradesh 522007

Dear Perugu Subba Rao

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

GlobalLogic®
A Hitachi Group Company

GL08-FM-PD-025

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date

IQAC

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Perugu Subba Rao
NARASARAOPET - 522 601, Palnadu (Dist.) A.P

Telangana 500033

Telangana 500019
Phone (91 40) 6141 3900

India Limited)

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-025

Annexure – 1

Salary Structure	
Name: Perugu Subba Rao	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500032 Telangana 500019 Phone: 91 40 6141 3600

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET -522 601 Palnadu (Dist.) A.P.

2347160045

April 02,2025

SHRIRAM Finance

Ref No:CAN101476
Mr.PITTAMUDSU NARESH
2-43, Thuremella,
Rompicherla,
Andhra Pradesh-522617.
Mob No.: 9978965128

Dear Mr.PITTAMUDSU NARESH,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE

23L71E0046

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551251
Applicant ID - 5580347

15-Oct-2025

Pulibandla Ajay

Dear Pulibandla

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

ICICI Bank

Remuneration Details

Name : Pulibandla Ajay
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

Keertana

23A171E0049

Ms. Sarikonda Amrutha
Narasaraopeta,Palnadu.

Date:17th Nov 2025

Dear Sarikonda Amrutha

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601. Palnadu (Dist.), A.P

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
ENGINEERING COLLEGE
NOMOUS)
Palnadu (Dist.), A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

23U71E0052

April 02,2025

SHRIRAM Finance

Ref No:CAN101122
Ms.SHAIK JASMINE
7-17-78, Arundelpet,
Guntur,
Andhra Pradesh-522002.
Mob No.: 9909751949

Dear Ms.SHAIK JASMINE,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
VARASARAOPETA ENGINEERING COLLEGE

GlobalLogic®

A Hitachi Group Company

23471E0054

GL08-FM-PD-064

Date: 11-Oct-2025

Shaik Mahaboob Subhani

Address: Dn.o. 3-6, Lingamgutla, Masid Bazar, Chilakaluripet, Palnadu Dt-522616.

Dear Shaik Mahaboob Subhani

Subject: Offer of Employment with GlobalLogic Technologies Private

Limited ("GlobalLogic") Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on project's working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Telangana 500032
Telangana 500019
Phone | 91.40.6141.2800
(Previously known as GlobalLogic India Limited)

GlobalLogic®

A Hitachi Group Company

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

QAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, GUNTUR DIST., A.P.

Date:

Signature: Shaik Mahaboob Subhani

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GL08-FM-PD-064

Annexure – 1

Salary Structure	
Name: Shaik Muhaboob Subhani	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month, # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

IQAC

Telangana 500019

Phone | 91 40 6141 5000

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Principal

NARASARAOPETA ENGINEERING COLLEGE

(AUTONOMOUS)

NARASARAOPET - 522 601

23A71E0056

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551452
Applicant ID - 5580457

15-Oct-2025

Shaik Mohammad Fayaz

Dear Shaik

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P

ICICI Bank

Remuneration Details

Name : Shaik Mohammad Fayaz
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

GlobalLogic®

A Hitachi Group Company

23471E0058

GL08-FM-PD-021

Date: 11-Oct-2025

Shaik Mujahid

Address: Gurrala Chavidi, Near Rice Mill, Chilakaluripet, Palnadu Dt-522616.

Dear Shaik Mujahid

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst**, **Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025.**

Date:

IQAC

Telangana 500033

Telangana 500019
Phone | 91-40-6141 8900

Signature:

Principal
MARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Shaik Mujahid
(Previously known as GlobalLogic India Limited)

GlobalLogic®

A Hitachi Group Company

GL08-FM-PD-021

Annexure – 1

Salary Structure	
Name: Shaik Mujahid	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance

It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

NBA
QAC
Telangana 500019
Phone:(91 40) 6141 3000

...NUPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.
(Previously known as GlobalLogic India Limited)

GlobalLogic®

A Hitachi Group Company

23471E0062

GL08-FM-PD-079

Date: 11-Oct-2025

Shaik Subhani

Address: Arepalli , Cherukupalle , Guntur , Andhra Pradesh . Pin- 522309.

Dear Shaik Subhani

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst**, **Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content,** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
522601, Palnadu (Dist.), A.P.

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GL08-FM-PD-079

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date:

IQAC

Signature:

Principal
HARSAHARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
Shaik Subhani

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GL08-FM-PD-079

Annexure – 1

Salary Structure	
Name:Shaik Subhani	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500019
Phone | 91 40 6141 5000

Previously known as GlobalLogic (India) Limited

23A71E0063

Keertana

Mr. Sikhinam Rakesh
Narasaraopeta,Palnadu.

Date:17th,Nov 2025

Dear Sikhinam Rakesh

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

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(AUTONOMOUS)

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu (Dist.), A.P.

23L71E0066

April 02,2025

SHRIRAM Finance

Ref No:CAN101562
Mr.TELLAGORLA GOPICHAND
4-43, Rupenaguntla,
Nekarikallu,
Andhra Pradesh-522603.
Mob No.: 6309743949

Dear Mr.TELLAGORLA GOPICHAND,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

QAC

Principal
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23A71E0067

GL08-FM-PD-035

Date: 11-Oct-2025

Thanniru Ramanjaneyulu

Address: D.No. 716, Rupenagunta (v), Nekarikallu (Md), Palnadu Dt-522615

Dear Thanniru Ramanjaneyulu

Subject: Offer of Employment with GlobalLogic Technologies Private

Limited ("GlobalLogic") Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst**, **Content Engineering** (**CE02**) at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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NARASARAOPET - 522 601, Palnadu Dist.

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date:

IQAC

Telangana 500033

Phone: +91 40 6141 9999

Signature:

Principal

Thanniru Ramanjaneyulu

NARASARAOPETA ENGINEERING COLLEGE

(AUTONOMOUS)

NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

GlobalLogic (India) Limited

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GL08-FM-PD-035

Annexure – 1

Salary Structure	
Name: Thanniru Ramanjaneyulu	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration *	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

IQAC

Principal

NARASARAOPETA ENGINEERING COLLEGE (AUTONOMOUS)

For GlobalLogic Technologies Private Limited ("GlobalLogic")

23411R0071

April 02,2025

SHRIRAM Finance

Ref No:CAN103100

Mr.VEMULA GANESH
21-6-446, Chandrababu Naidu Colony,
Narasaraopet,
Andhra Pradesh-522601.
Mob No.: 8106865949

Dear Mr.VEMULA GANESH,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET

23H71E0072

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384551479
Applicant ID - 5580468

15-Oct-2025

Venna Kavita

Dear Venna

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

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NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

ICICI Bank

Remuneration Details

Name : Venna Kavita
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Oct-2025

ICICI Bank Limited
ICICI Bank Towers,
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

IQAC

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(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

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23A71E0075

GL08-FM-PD-047

Date: 11-Oct-2025

Yamarthy Prabhuraju

Address: D.No. 2-5, Sc Colony, Chirumamilla (V), Nadendla (Md), Palnadu Dt-522234

Dear Yamarthy Prabhuraju

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

Principal
MADHAVARAM ANNAMACHARYA ENGINEERING COLLEGE
MADHAVARAM (VILLAGE), 522 601, Palnadu (Dist.), A.P.

TOAC
Telangana 500032

Telangana 500019
Phone: (91 40) 6744 9000

(Formerly known as GlobalLogic India Limited)

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date

IQAC

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE

Yamarthy Prabhuraju

(Previously known as GlobalLogic Technologies)

Telangana 500033

Telangana 500033
Phone | 91 40 6141 8000

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Annexure – 1

Salary Structure	
Name: Yamarthy Prabhuraju	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500019
Phone: 91 40 6741 0300

(Previously Known as GlobalLogic India Limited)

23H71E0080

Keertana

Ms. Challa Mantralu
Sattenappalli,Palnadu.

Date:17th,Nov 2025

Dear Challa Mantralu

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards

For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph

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2347IE0083

GL08-FM-PD-058

Date: 11-Oct-2025

Chinnamsetty Harish

Address: D.No. 3-70, Naidu Colony, Rajapeta, Chilakaluripet,Palnadu Dt-522626.

Dear Chinnamsetty Harish

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

TOAC
Telangana SCOTO
Telangana 500019
Phone | 91 40 6141 9600

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

(previously known as GlobalLogic India Limited)

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GL08-FM-PD-058

potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

IQAC

Date:

Signature:

Chinnamsetty Harish

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, PALNADU

Telangana 500033

Telangana 500019
Phone | 91 40 6141 9000

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GL08-FM-PD-058

Annexure – 1

Salary Structure	
Name: Chinnamsetty Harish	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

IQAC

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.) A.P.

Telangana 500032 Telangana 500032
Phone | 91.40.6141.9900

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23471E0086

GL08-FM-PD-036

Date: 11-Oct-2025

Devalla Pavan Priya

Address: Near Rice Mill Bazar, Appapuram (V), Nadendla (Md), Palnadu Dt-522611.

Dear Devalla Pavan Priya

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

IQAC
Telangana 500032
Phone

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(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.) A.P.

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date:

IQAC

Signature:

Devalla Pavan Priya

Principal

NARASARAOPETA ENGINEERING COLLEGE (AUTONOMOUS)

NARASARAOPET-522601, Palnadu (Dt.), A.P.

Telangana 500033

Telangana 500033
Phone | 91.40.6141.9000

(Previously known as GlobalLogic India Limited)

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Annexure – 1

Salary Structure	
Name:Devalla Pavan Priya	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration ***	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

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Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P

For GlobalLogic Technologies Private Limited ("GlobalLogic")

IOAC

Telangana 500032

Telangana 500032
Phone | 91 40 6141 3000

(Previously known as GlobalLogic India Limited)

2347152089

Keertana

Ms. Garlapati Swapna
Narasaraopeta,Palnadu.

Date:17th,Nov 2025

Dear Garlapati Swapna

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522601, Palnadu Dist.A.P.

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotêrJD/Ration Card
2. Three passport size photograph



IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu (Dist.), A.P.

2347180091

April 02,2025

SHRIRAM Finance

Ref No:CAN104514

Mr.GUMMA SAI RAM KRISHNA
37-59, Purushotampatnam,
Chilakaluripet,
Andhra Pradesh-522616.
Mob No.: 7809865912

Dear Mr.GUMMA SAI RAM KRISHNA,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

IQAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

23471E0092

April 02,2025

SHRIRAM Finance

Ref No:CAN101129

Mr.GUMMADIDALA PAVAN KUMAR
7-16, Kanaparru,
Nadendla,
Andhra Pradesh-522549.
Mob No.: 7709815949

Dear Mr.GUMMADIDALA PAVAN KUMAR,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Pass book copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai-600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

Principal
NARASARAOPETA ENGINEERING COLLEGE

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23471E0094

GL08-FM-PD-062

Date: 11-Oct-2025

Jakkireddy Narendra Reddy

Address: D.No. 2-94, Redla Bazar, Narasaraopet, Palnadu Dt-522549.

Dear Jakkireddy Narendra Reddy

Subject: Offer of Employment with GlobalLogic Technologies Private

Limited ("GlobalLogic") Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst**, **Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IOAC
Telangana 500 019
Phone (91 40) 6141 9900

(Previously known as GlobalLogic India Limited)

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025.**

Date:

IQAC

Telangana 500033

Phone (91 40 6141 9600

Principal

NARASARAOPETA ENGINEERING COLLEGE

(AUTONOMOUS)

Signature:

Jakkireddy Narendra Reddy

(Previously known as GlobalLogic India Limited)

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GL08-FM-PD-062

Annexure – 1

Salary Structure	
Name: Jakkireddy Narendra Reddy	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance.he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance

It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500019
Phone: [illegible]

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522 601, Palnadu Dist., A.P.

(Previously known as GlobalLogic India Private Limited)

23A71E0097

Keertana

Mr. Komarala Venkata Ravindra
Macherla, Palnadu.

Date:17th,Nov 2025

Dear Komarala Venkata Ravindra

Sub:Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Sales Manager. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Sales Manager and you will report to the Cluster Manager for assignment and duties. You will be based out of **Vijayawada_KL branch office** and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.2,40,000 / -(Two Lakh Fourty Thousand only) per annum.

Tax considerations

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April *and* also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)

IQAC

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In *case* there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards
For Keertana Finserv Private Limited

Authorized Signatory

IOAC

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET-522 601

Annexure-1

Please mention your tentative date of joining _____; your date of reporting at **Head Office** will be your official date of joining. Please sign below as a token of your acceptance ofthe above mentioned terms and conditions of the offer.

Name _____

Date _____

Signature _____

List of Documents to be submitted

1. Identity Proof
   a. Aadhaar Card
   b. VotērJD/Ration Card
2. Three passport size photograph

IQAC

Principal
SAGAOFETA ENGINEERING COLLEGE
(AUTONOMOUS)

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2347IE0098

GL08-FM-PD-048

Date: 11-Oct-2025

Kornepati Rejesh

Address: D.No. 1-49/A, Dammalapadu (V), Muppalla (Md), Palnadu Dt-522408.

Dear Kornepati Rejesh

Subject: Offer of Employment with GlobalLogic Technologies Private Limited ("GlobalLogic")

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at **GlobalLogic Technologies Private Limited ("GlobalLogic")** (hereinafter "GlobalLogic" or "Company"). You will be based out of **Hyderabad - Content** and work from **Hyderabad - Content**, however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be on or before **13-Oct-2025**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will be initially placed on probation for a period of three (3) months and the said period can be extended at the sole discretion of GlobalLogic. During your probation period, you are expected to clear the training/certification/ process knowledge test ("PKT").

   During your probation period, if you fail to clear the above-mentioned tests, GlobalLogic will provide you with one more opportunity, if available as per the fitment within GlobalLogic to clear the training/certification/ process knowledge tests ("PKT"). If you are still unable to clear the training/certification/ process knowledge tests ("PKT"), or if there is no further opportunity available within GlobalLogic, your assignment may be terminated by GlobalLogic with immediate effect by paying severance pay equivalent to the basic pay for the notice period.

   On the expiry of the period of probation or extended period (which can be extended upto a maximum tenure not exceeding one year) of probation as applicable, if your services are not confirmed, you will receive an email mentioning the same. And in case you do not receive any such email after 3 Months (or the extendedperiod, if applicable), your employment shall be deemed to be automatically confirmed.

   You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply. GlobalLogic may expect its employees to devote extra time as and when required, towards work other than the normal working hours. Such requirements may arise on account of specific projects, deadlines, products, assignments, events, or the like. The extra time devoted by an employee shall be

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potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as "confidential", and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge.

b. This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.

c. This clause is not intended to prevent you disclosing information required by or allowed by law.

d. This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be HR SPOC at the respective location. You are requested to report to our office situated at (Plot No. 509 A, Phase-I Road No 31, Jubilee Hills, Hyderabad, Telangana 500033) at 9.30 am.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Vice President,People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **13-Oct-2025**.

Date:

IQAC

Signature:

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
NARASARAOPET - 522601, Palnadu (Dist.), A.P.

Kornepati Rejesh

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GL08-FM-PD-048

Annexure – 1

Salary Structure	
Name: Kornepati Rejesh	Designation: Associate Analyst
Grade/ Band: CE02/ Band X	WEF: 13-Oct-2025
Location: Hyderabad - Content	
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	6,000
House Rent Allowance	6,681
Broadband/Internet Reimbursement*	0
Mobile Reimbursement*	0
Meal Vouchers**	0
Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015	1,200
Special Allowance	0
Total Monthly (A)	13,881
Total Monthly Annualised (B)	1,66,577
Annual Components (In Rs.)	
LTA*	0
Provident Fund (As per the PF Act 1952)	8,640
National Pension Scheme~	0
ESI Information	5,414
Total Annualised (C)	14,054
Total Fixed Annual Gross Salary (B + C)	1,80,631
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	3,462
Mediclaim Insurance of Rs. 2 Lacs	3,728
Total of Section B	7,190
Total CTC (Section A + B)	1,87,821
Incentive Indication(per annum *)**	36,000
Max Annual Total Remuneration * **	2,23,821

In addition to Mediclaim, employee will be covered under below additional benefits -

1. *Group Term Life Insurance worth 7.5 Lakhs*
2. *Group Personal Accidental Insurance worth 3 Lakhs*

** On declaration and subject to bills.*

*** Against Declaration & meal coupons issued upon completion of the month. # Against bills*

~ NPS can be availed max up to 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value

**** Incentive amount is not a guaranteed amount. It may be higher, lower or nil based on your monthly/quarterly performance,he incentive amount may also be fixed for certain specific projects.*

The incentive programme is discretionary subject to change and based on individual and company performance It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.

For GlobalLogic Technologies Private Limited ("GlobalLogic")

Telangana 500033 Telangana 500081 Phone (91-40-6741 8000)

Principal
NARASARAOPETA ENGINEERING COLLEGE
(AUTONOMOUS)
(Previously known as Govt. Engg. College) A.P