



17-Ju I-20 25

Dear Yarageri Harika Satya Priya
B.Tech, Electronics Communication & Engineering
Ideal Institute of Technology, Kakinada

Candidate ID – 31852524

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).

Cognizant Technology Solutions India Private Limited, Ground Floor, SDB-1, Plot No H-4, SIPCOT IT PARK, Padur Post, Siruseri, Chengalpattu District - 603103, Tamil Nadu, India.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

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
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



17-Ju I-20 25

Dear Pavuluri Vijaya Sree,
B.Tech, Electronics Communication & Engineering
Ideal Institute of Technology, Kakinada

Candidate ID – 31852526

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).

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

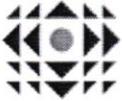
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



Dunboxed
unbox your data potential

Your employment with the Company is at all-time contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or within the Company, and as amended from time to time.

This Agreement is governed by and construed in accordance with Indian law and the parties submit to the exclusive jurisdiction of the Indian courts.

Representations & Warranties

1. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.
2. You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the Company, or participate in recruiting or staffing efforts on behalf of the Company.
3. You further represent and agree that you will not knowingly use or otherwise disclose any confidential, business and proprietary or trade secret information obtained as a result of any prior employment in connection with the performance of your job duties for the Company, unless specifically authorized to do so by someone with the appropriate authority from the applicable place of former employment, and that this provision should be regarded as this Company's instruction for you not to do so. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential, and agree not to share them with anyone except with your immediate family, personal, financial and legal advisors.

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

Assuming that you accept and agree to the terms of this letter, during the period which begins immediately after you sign and date this letter, and ends upon your actual commencement date, you acknowledge and agree that your employment with the Company will not yet have begun (the "Interim Period"). You further acknowledge and agree that your employment with the Company will begin on the commencement date when you start work for the Company. During the described Interim Period, this letter remains subject to rescission / revocation by the Company, in its sole discretion upon discovery of conduct or behavior by you which would constitute a breach of the representations and warranties set out in this letter; or such other behavior or conduct as is plainly and materially injurious to the Company, its business interests or its reputation.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

WeWork@Rajapushpa Summit, 1st floor,
Nanakramguda Rd, Financial District,
Manikonda, Hyderabad, Telangana
500032



Dunboxed

unbox your data potential

During the Interim Period the Company will conduct verification of the information provided by you in your resume, CIS Form etc., in connection with your employment application and for employment purpose. By executing the CIS Form you give your consent regarding such background verification being conducted by the Company. In the event the Company consents to your employment commencing ahead of the satisfactory completion of the required background check(s), your continued employment will be conditional on the satisfactory completion of such background screening procedures. If the Company requires additional documentation in support of your background check you will be given a maximum of thirty (30) days from the Date of Joining to provide any such documentation. Consequently, in the event that you fail to provide any documentation within thirty (30) days, or the Company is not satisfied with the documentation, or the results of your pre-employment screening, Company will be entitled to withdraw or rescind this offer by reason of you failing to meet a condition precedent of employment, or to terminate your employment at its option. Your employment will cease without any entitlement to notice or pay in lieu of notice. In the event of withdrawal or termination, no further entitlements (including any sign-on incentives) will be payable and you will be required to repay any sign-on payments already made

We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career with the Company. Please review this letter and return the signed copy of this letter as your acceptance of the terms and conditions contained herein. If you have any questions or if there is any way I can help you further, please do not hesitate to call.

Sincerely,

For Dunboxed Solution Pvt. Ltd

Samarla Gowhati
Co - Founder | Director

Accepted and Agreed:

VIDYUTNAGAR, KAKINADA



Dunboxed
unbox your data potential

Private & Confidential

02/26/2025

Charan Manikanta Reddy Pudi,
Kakinada,
Andhra Pradesh
India

Dear Charan Manikanta Reddy Pudi,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **Dunboxed Solutions Pvt.Ltd** (hereinafter referred to as "**Company**") at our **Hyderabad office**. This letter confirms the terms of our offer with respect to your planned employment. You will be designated as **Associate Trainee - Data Analytics at Band 10**. Your Annual Compensation (CTC) will be ₹ 15,000.00 per Month per month during the training period. Post successful completion of the training period, you will be offered a full-time employment with revised Annual Compensation (CTC) between ₹ 3,80,000.00 to ₹ 5,00,000.00 based on performance during the training period.

Other Terms & Conditions

Your start date will be **05/06/2025** ("Date of Joining"). The Company however reserves the right, at its absolute discretion, to extend the Date of Joining if it considers it necessary. You shall be notified in advance if the Date of Joining is being extended and the new Date of Joining will be informed accordingly. In case you do not join the services of company by **05/06/2025** this offer of appointment will stand cancelled and withdrawn without any further communication. Your appointment stands effective from the date you report in for work, which under no circumstances shall be later than Date of Joining. Any request for change in date unless communicated and accepted in writing will not be effective.

Any benefit plan applicable to your band, in accordance with Company policies, will apply to you as per your Date of Joining or in the event you do not join the services on the Date of Joining, such other commencement date on which you start work for the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



Dunboxed
unbox your data potential

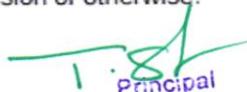
The Company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.

For the first One eighty (180) days of your services/employment you will be deemed to be on probation and during this period, Company may terminate this contract by giving one (1) weeks' notice in writing or salary in lieu thereof, at the sole discretion of the Company. Within sixty (60) days after completion of the ninety (90) days if you have not received a notification stating otherwise including, without limitation, extension of probation period from HR, your employment is deemed to be confirmed. After the expiry of the probation period employee terminates by contract giving 90 days notice.

Whereas the Company reserves the right to request service of notice or pay salary in lieu of your notice period, waiver or payment in lieu will be at the sole discretion of the Company, but in no event will be less than the minimum period required by applicable law.

The condition of this offer are:

1. Your background check, including credit, and employment reference is satisfactory to the Company and the Company is able to verify, to its satisfaction, the personal and sensitive information (including but not limited to biometric data, such as fingerprints) you have provided or would be required to provide during the course of your application in your resume, Candidate Information Sheet that you will be signing at the time of execution of this offer letter ("**CIS Form**") and such other information as may be requested by the Company. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be confidential and solely for the Company's use, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company;
2. Where required, you are able to provide evidence of your right to work and remain in India, in accordance with legal requirements, or being issued with the relevant work visa, work permits, residence cards, licenses, registrations or memberships;
3. Where required, you provide original documentary evidence of your previous employment, academic and professional qualifications as part of the background screening process;
4. You make full and frank written disclosure of all directorships and other positions of office that you currently hold;
5. You commence employment with Company on a date acceptable to Company and further that you are not subject to any restrictions arising from your current (or any previous) employment which may adversely impact on your activities for the Company;
6. You meet any further requirements as stated in this offer letter; and
7. You warrant and represent to the Company that all information, statements and documents made or provided to the Company for the purposes of any job application or any part of the recruitment process, including any application form or resume, are not misleading, false, incomplete or inaccurate for any reason, whether by way of any omission or otherwise.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

nework@Rajapushpa Summit, 1st floor,
Nanakramguda Rd, Financial District,
Manikonda, Hyderabad, Telangana
500032



Dunboxed

unbox your data potential

Objections to the collection, use, storage, transfer or other processing of personal and sensitive information or withdrawal of consent may affect your employment with the Company as sharing of such information with the regulatory authorities both in India and other jurisdictions of operations can be an essential prerequisite of your job requirement.

We reserve the right to withdraw this offer as appropriate if any of the above conditions are not met, or if accepted, to rescind any agreement by reason of you failing to meet a condition precedent of employment, or to terminate your employment at our option.

By accepting this offer you acknowledge that you have been directed by the Company to comply with any continuing lawful and enforceable obligations that you may have to any former employer. You should make your line manager and HR representative aware of these obligations at the time of accepting this offer. This will include any post termination restrictions on your activities in relation to clients or employees of any former employer and any confidentiality obligations regarding trade secrets or other proprietary information belonging to your previous employer(s). Additionally, you should provide to the Company any correspondence from your former employer which you receive following your resignation, such as a relieving letter, which summarizes the obligations by which your former employer believes you to be bound. In particular you agree not to bring to the Company any documents or other information in any format, will not download, email, copy or otherwise send to yourself or anyone at the Company any documents or information in any format from your former employer(s) or other parties to whom you owe a duty of confidentiality; will not disclose any confidential, proprietary or trade secret information of any former employer or its clients, and will not use, disclose or act on such information in performing your duties for the Company. If, in the Company's opinion, such obligations to your former employer would mean you could not carry out your role with the Company then we may rescind or revoke this offer of employment.

By accepting this offer, you are agreeable to keep yourself in reasonable readiness to move to whatever place of occupation, the Company desires you to undertake.

Your employment is transferable or, you may be sent on deputation or on secondment, to any location in India or abroad either within the Company or to any of its associate or sister concerns or its subsidiary whether existing today or which may come up in future at any time at the sole discretion of the Company.

In case an employee is paid 'Relocation' benefit as per Company policy, the Company reserves the right to recover the entire amount paid, should the employee voluntarily terminate the engagement / employment and /or the engagement / employment is terminated by the Company (on disciplinary grounds), anytime within twelve (12) months from the date of payout of the relocation benefit. In case you are entitled to 'Notice pay out' benefit as per Company policy, the Company reserves the right to recover the entire amount paid, should you voluntarily terminate your employment or your employment is terminated by the Company (on disciplinary grounds), anytime within twelve (12) months from your date of joining. The amount recoverable from you by the Company will be based on actual amount spent by the Company. The Company may at its sole discretion, if it thinks so fit to do, waive any portion of or the entire amount recoverable from you. The amount recoverable from you by the Company will be based on actual amount spent by the Company on such relocation and/or Notice Payout.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
HYDARABAD, TELANGANA

New Work@Raidipushe Summit, 1st floor,
Manikramguda Rd, Financial District,
Manikonda, Hyderabad, Telangana
500032



Dunboxed
unbox your data potential

Private & Confidential

02/26/2025

**Padmasri Bhuvaneshwari,
Kakinada,
India**

Dear Padmasri Bhuvaneshwari,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **Dunboxed Solutions Pvt.Ltd** (hereinafter referred to as "**Company**") at our **Hyderabad office**. This letter confirms the terms of our offer with respect to your planned employment. You will be designated as **Associate Trainee - Data Analytics at Band 10**. Your Annual Compensation (CTC) will be ₹ 15,000.00 per Month per month during the training period. Post successful completion of the training period, you will be offered a full-time employment with revised Annual Compensation (CTC) between ₹ 3,20,000.00 to ₹ 4,20,000.00 based on performance during the training period.

Other Terms & Conditions

Your start date will be **05/06/2025** ("Date of Joining"). The Company however reserves the right, at its absolute discretion, to extend the Date of Joining if it considers it necessary. You shall be notified in advance if the Date of Joining is being extended and the new Date of Joining will be informed accordingly. In case you do not join the services of company by **05/06/2025** this offer of appointment will stand cancelled and withdrawn without any further communication. Your appointment stands effective from the date you report in for work, which under no circumstances shall be later than Date of Joining. Any request for change in date unless communicated and accepted in writing will not be effective.

Any benefit plan applicable to your band, in accordance with Company policies, will apply to you as per your Date of Joining or in the event you do not join the services on the Date of Joining, such other commencement date on which you start work for the Company.

 dunboxed.com

 CIN: U58202TS2024PTC186029



1

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

 WeWork@Rajapushpa Summit, 1st floor,
Nanakramguda Rd, Financial District,
Manikonda, Hyderabad, Telangana
500032

September 18, 2025

HRD/3T/1008649111/25-26

Ms. Kavuturi Siri
Ff6 2Nd Floor, Vijaya Durga Apts,
Gandhinagar, Kakinada,
East godavari-533004
India

Ph: +91-7997634739

Dear Kavuturi,

Welcome to Infosys!

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

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

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

Warm regards,


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

Certification signature by DS INFOSYS LIMITED 5
<VARADHARAJ_V@INFOSYS.COM>. Validity
Unknown

Digitally signed by DS INFOSYS
LIMITED 5
Date: 2025.09.18 13:45:28 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

HRD/1008649111/25-26

September 18, 2025

Ms. Kavuturi Siri
Ff6 2Nd Floor, Vijaya Durga Apts,
Gandhinagar, Kakinada,
East godavari-533004
India

Ph: +91-7997634739

Dear Kavuturi,

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

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**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**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **November 10, 2025**.

Location

Your location for employment is **MYSORE, India** .

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 Letter, hereby give your irrevocable consent to the above.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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 - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) 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 fiscal 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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 and Annexure - II 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.

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 - IV 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 500,000** 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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 month's 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.

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 **Systems 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 in our campus recruitment program 2024-25. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will 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 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.

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-III).

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.

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Kavuturi Siri
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	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


 Principal
 IDEAL INSTITUTE OF TECHNOLOGY
 VIDYUTNAGAR, KAKINADA

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Kavuturi Siri
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	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

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIRUPAKSHI, KARNATAKA

15th November 2024Dear Mr/Ms. MUMMIDI ADETYA HANUMA

With reference to the interview, you had with us, we are pleased to inform you that you have been offered as "**Associate Trainee**" for a period of one year effective from the date of joining the organization on a mutually agreed terms and conditions in our company.

Your date of Joining will be announced later to your Placement Officer depends on our business needs.

During the above training period, you will be entitled for a stipend of **Rs. 22,321/- per month (Rupees Twenty-Two Thousand Three Hundred Twenty-One only)**. Statutory deductions are applicable, Your present training location will be at KYB Motorcycle Suspension India Pvt Ltd, Plot No.6, Sipcot Industrial Park, Vallam Vadagal, Sriperumbudur Taluk, Kancheepuram District 631 604.

Eligible Benefits: Subsidized Canteen Food, Free transportation, PF, ESI, Insurance.

This offer is subject to you being successfully completing your Engineering course without any arrears and Medical Fitness Certification.

Documents Submission:

1. Voter ID / Ration Card / Passport
2. Aadhar ID: Self & Family
3. PAN Card: Self
4. Educational Certificates: 10th, 12th, Diploma & Engineering
5. 5 Nos of recent Passport sized colored photograph.

Contact Person: Mr. Mariselvam – 8939972262 / Ms. Nivetha K – 8939883493
Ms. Soundarya – 7824888024 / Ms. Nithyakalyani – 9840160211

Thanking you
Yours faithfully,

For KYB Motorcycle Suspension India Pvt. Ltd.



Murali. K
Dy. General Manager - HR



Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

15th November 2024Dear Mr/Ms. YASAMSETTI JYOTHI PRAVEEN

With reference to the interview, you had with us, we are pleased to inform you that you have been offered as "Associate Trainee" for a period of one year effective from the date of joining the organization on a mutually agreed terms and conditions in our company.

Your date of Joining will be announced later to your Placement Officer depends on our business needs.

During the above training period, you will be entitled for a stipend of **Rs. 22,321/- per month (Rupees Twenty-Two Thousand Three Hundred Twenty-One only)**. Statutory deductions are applicable, Your present training location will be at KYB Motorcycle Suspension India Pvt Ltd, Plot No.6, Sipcot Industrial Park, Vallam Vadagal, Sriperumbudur Taluk, Kancheepuram District 631 604.

Eligible Benefits: Subsidized Canteen Food, Free transportation, PF, ESI, Insurance.

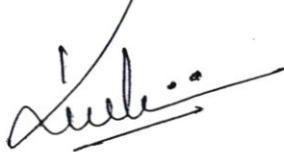
This offer is subject to you being successfully completing your Engineering course without any arrears and Medical Fitness Certification.

Documents Submission:

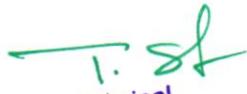
1. Voter ID / Ration Card / Passport
2. Aadhar ID: Self & Family
3. PAN Card: Self
4. Educational Certificates: 10th, 12th, Diploma & Engineering
5. 5 Nos of recent Passport sized colored photograph.

Contact Person: Mr. Mariselvam – 8939972262 / Ms. Nivetha K – 8939883493
Ms. Soundarya – 7824888024 / Ms. Nithyakalyani – 9840160211

Thanking you
Yours faithfully,
For KYB Motorcycle Suspension India Pvt. Ltd.



Murali. K
Dy. General Manager - HR


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

15th November 2024Dear Mr/Ms. THULASI BHAVANI

With reference to the interview, you had with us, we are pleased to inform you that you have been offered as "Associate Trainee" for a period of one year effective from the date of joining the organization on a mutually agreed terms and conditions in our company.

Your date of Joining will be announced later to your Placement Officer depends on our business needs.

During the above training period, you will be entitled for a stipend of **Rs. 22,321/- per month (Rupees Twenty-Two Thousand Three Hundred Twenty-One only)**. Statutory deductions are applicable, Your present training location will be at KYB Motorcycle Suspension India Pvt Ltd, Plot No.6, Sipcot Industrial Park, Vallam Vadagal, Sriperumbudur Taluk, Kancheepuram District 631 604.

Eligible Benefits: Subsidized Canteen Food, Free transportation, PF, ESI, Insurance.

This offer is subject to you being successfully completing your Engineering course without any arrears and Medical Fitness Certification.

Documents Submission:

1. Voter ID / Ration Card / Passport
2. Aadhar ID: Self & Family
3. PAN Card: Self
4. Educational Certificates: 10th, 12th, Diploma & Engineering
5. 5 Nos of recent Passport sized colored photograph.

Contact Person: Mr. Mariselvam – 8939972262 / Ms. Nivetha K – 8939883493
Ms. Soundarya – 7824888024 / Ms. Nithyakalyani – 9840160211

Thanking you
Yours faithfully,
For KYB Motorcycle Suspension India Pvt. Ltd.



Murali. K
Dy. General Manager - HR


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

15th November 2024Dear Mr/Ms. PEDAPATI K DVV SATYAYARA LAKSHMI

With reference to the interview, you had with us, we are pleased to inform you that you have been offered as "Associate Trainee" for a period of one year effective from the date of joining the organization on a mutually agreed terms and conditions in our company.

Your date of Joining will be announced later to your Placement Officer depends on our business needs.

During the above training period, you will be entitled for a stipend of **Rs. 22,321/- per month (Rupees Twenty-Two Thousand Three Hundred Twenty-One only)**. Statutory deductions are applicable, Your present training location will be at KYB Motorcycle Suspension India Pvt Ltd, Plot No.6, Sipcot Industrial Park, Vallam Vadagal, Sriperumbudur Taluk, Kancheepuram District 631 604.

Eligible Benefits: Subsidized Canteen Food, Free transportation, PF, ESI, Insurance.

This offer is subject to you being successfully completing your Engineering course without any arrears and Medical Fitness Certification.

Documents Submission:

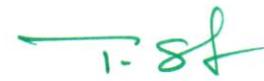
1. Voter ID / Ration Card / Passport
2. Aadhar ID: Self & Family
3. PAN Card: Self
4. Educational Certificates: 10th, 12th, Diploma & Engineering
5. 5 Nos of recent Passport sized colored photograph.

Contact Person: Mr. Mariselvam – 8939972262 / Ms. Nivetha K – 8939883493
Ms. Soundarya – 7824888024 / Ms. Nithyakalyani – 9840160211

Thanking you
Yours faithfully,
For KYB Motorcycle Suspension India Pvt. Ltd.



Murali. K
Dy. General Manager - HR



Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



PIONEER NF FORGINGS INDIA PRIVATE LIMITED

Admin. Office : Tamarai Tech Park, 7th Floor, No.16-20A, (SP) Developed Plot,
Jawaharlal Nehru Salai, Industrial Estate, Guindy, Chennai - 600 032, Tamil Nadu, India.

Phone : 044 - 4952 1195

E-mail : office@pioneerinf.com

Website : www.pioneerinf.com

7	21A31A0276	EEE	MATTA SHANMUKHA UMASANKARA YADAV	Apr-25
8	21A31A0280	EEE	OMMI SATISH	May-25
9	22A35A0201	EEE	ANAPARTHI MAHESH	May-25
10	22A35A0206	EEE	GOVVALA RAMAKRISHNAM RAJU	May-25
11	22A35A0207	EEE	KAMISETTI NAGA BHASKARA VENKATA SURYA	May-25
12	22A35A0211	EEE	KOTI NAVEEN	Jun-25
13	22A35A0232	EEE	ASARI UDAYA KIRAN	Jun-25
14	21A31A0317	ME	CHEERLA BALAJI SRINIVASU	Jun-25
15	21A31A0344	ME	POTHULA VENKATESWARA RAO	Jun-25
16	21A31A0368	ME	DUPALLI DHARMARAJU	Jul-25
17	21A31A0386	ME	SATTINEEDI PAVAN NAGA VENKATA SAI KUMAR	Jul-25
18	22A35A0322	ME	PULI HARI SANKAR	Jul-25
19	22A35A0326	ME	SHAIK HABIBUL REHMAN	Jul-25
20	216K1A0424	ECE	KANIGIRI KISHORE	Aug-25
21	216K1A0442	ECE	NAMBURI SAI SIDDI JAYA SURYA VARMA	Aug-25
22	226K5A0315	MECH	KANCHUSTAMBAM SHANMUKHA SURYA TEJA	Aug-25
23	226K5A0316	MECH	KANDA SAINADH	Aug-25
24	226K5A0323	MECH	MADIKI SANJAY VEERASWAMY	Aug-25
25	226K5A0329	MECH	PAMPANA SIVAKUMAR	Sep-25
26	226K5A0331	MECH	PENKE MADHU	Sep-25
27	226K5A0337	MECH	SURAMPUDI VEERA GANESH	Sep-25
28	226K5A0344	MECH	AVALA DURGA PRAVEEN KUMAR	Sep-25

*Before Joining, you are requested to get approval from HR Department through your Placement officer.

For Pioneer NF Forgings India Pvt Ltd,

Dr.M. William,

HR MANAGER.

9842557682



Principal
INSTITUTE OF TECHNOLOGY
DYUTNAGAR, KAKINADA



GSTIN : 33AAACM2182J1ZN

CIN No.: U15419TN1979PTC007875

Regd. Office & Factory : Plot No. D-8, SIDCO Industrial Estate, Maraimalai Nagar - 603 209,
Chengalpattu District, Tamil Nadu, India. Ph : 044 - 47468181 (2 Lines) Fax : 91 (044) 47468184



POWER MECH®

Date: 2-Jan-2025

To:
Mr. Dasari Guna Anudeep
College ID: 216K1A0413
Contact Number : 7032896410
Email ID: anudeepdasari15@gmail.com
Ideal Institute Of Technology, Kakinada

Subject: Offer of Internship

Dear Mr. Dasari Guna Anudeep

Power Mech Projects Limited ("Company") is pleased to offer you the position of "Intern". This offer is subject to the following terms:

1. The PAN India internship is scheduled to commence on 20 January 2025 and will extend for a period of three (3) months.
2. Your primary location of work will be communicated to you shortly. You will be expected to work approximately forty-eight (48) hours per week, as per Company requirements.
3. You shall receive a stipend of **Rs.13,000/-** (Indian Rupees Thirteen Thousand Only) per month, subject to applicable taxes as per statutory requirements. Additionally, the Company will provide accommodation and meals during the internship period.
4. The key responsibilities of an intern shall be as per **Annexure-A**
5. You are required to comply with all Company policies, procedures, and guidelines during your internship. Any non-compliance may lead to termination of the internship.
6. On your first day, you are required to bring all documents necessary to establish your identity and eligibility for this internship.
7. You agree to maintain strict confidentiality regarding all proprietary information, trade secrets, and any sensitive data obtained during your internship. Any breach of confidentiality will result in immediate termination and may lead to legal action.
8. The Company reserves the right to terminate your internship at any time without prior notice for misconduct, non-compliance with policies, or unsatisfactory performance.
9. Upon successful completion of your internship, you will undergo a three (3) month training program based on the decision of the management. During this period, you will be designated as a "Graduate Engineer Trainee" and shall receive a stipend of **Rs. 13,000/-** (Indian Rupees Thirteen Thousand Only) per month, subject to applicable taxes.
10. In case the company incurs considerable or significant costs for your training, you will be required to execute a Service Bond co-signed by a third party as surety for the expenses incurred.



K.N.V.P. Musalaya
02/01/2025

POWER MECH PROJECTS LIMITED

AN ISO 14001:2015, ISO 9001:2015 & ISO 45001:2018 CERTIFIED COMPANY



JAS-ANZ



M4570910N

Regd. & Corporate Office :
Plot No. 77, Jubilee Enclave, Opp. Hitex,
Madhapur, Hyderabad-500081
Telangana, India
CIN : L74140TG1999PLC032156

Phone : 040-30444444
Fax : 040-30444400
E-mail : info@powermech.net
Website : www.powermechprojects.com



Principal
IDEAL INSTITUTE OF TECHNOLOGY
KAKINADA

SAFETY FIRST

11. All work, inventions, designs, and intellectual property created during the internship or training shall remain the sole property of the Company, and you shall have no claims over the same
12. Upon successful completion of the training program and subject to meeting performance standards, you may be considered for a permanent position with a total annual compensation (CTC) of Rs.3,00,000/- (Indian Rupees Three Lakhs Only). This opportunity is contingent upon your performance and is not guaranteed.
13. This offer is valid for a period of Seven (7) days from the date of this letter. To accept the terms and conditions, please sign and return a copy of this letter to pmprecruitment@powermech.net through campus within the stipulated period. By accepting this offer, you acknowledge and agree to fulfil the Service Bond obligations, failing which you shall be liable to reimburse all training-related expenses incurred by the Company.

We look forward to welcoming you to Power Mech Projects Limited. Should you have any queries or require further clarification, please do not hesitate to contact us.

For Power Mech Projects Limited,

K.N.V.P. M.Usalaya
02/01/2025
Authorised Signatory



Acknowledgement and Acceptance

I, Dasari Guna Anudeep, accept the terms and conditions outlined in this letter.

Signature: D. Guna Anudeep

Name: Dasari Guna Anudeep

Date: 04/01/2025

Enclosures: List of required documents for verification.

QHT/APP/HR/2024

Dated: 30.12.2024

OFFER LETTER

Mr. Datla Manikanta Varma
S/o. Mr. Datla Ravi Varma
C/o.- Pragati Engineering College,
Near Kakinada, East Godavari (Distt),
Andhara Pradesh

Dear Mr. Datla Manikanta Varma,

This has reference to the campus placement programme had in your college by us. We have conducted written test followed by interview. We would like to congratulate you selected for "Graduate Apprentice Trainee" under Apprenticeship Act 1961, at our plant **QH Talbros Pvt Ltd., RNS -29, Renault Nissan Supplier Park, Vaddakkupattu Village, Oragadam, Chennai, Tamil Nadu** on the terms and conditions, which have been mutually discussed and agreed upon.

You will be entitled to a stipend of Rs. 18000/- per month. This will subject to applicable tax deductions, if any. Please note that this is a "confidential" matter and it is not to be disclosed or discussed with team members.

A detailed copy of your appointment letter containing terms and conditions will be given to you on your joining subject to the submission of educational qualifications certificates.

You are requested to bring with you the following documents at the time of joining your duties.

1. Certificates in support of date of Birth.
2. Copies of educational qualifications.
3. Four passport size photographs.
4. Copy of pan card /address proof.
5. Medical fitness certificate from the Registered Practitioners.
6. A non-judicial stamp paper of Rs 10/-

Your training is scheduled to start effective 02.05.2025 for a period of one year and will be enhanced /regularised on company scheme subject to your performance.

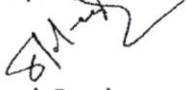
You shall join the services of the company on or before 02.05.2025. We shall appreciate your confirmation of acceptance of the above offer latest by 06.01.2025. Non acceptance before the stipulated date shall make this offer redundant automatically.

Kindly note that this offer is subject to fulfilment of all relevant educational qualification and if found any violation, this offer will automatically stands cancelled.

We are happy to welcome you to the QH Talbros family. We look forward at QH Talbros Pvt. Ltd. and wish you a successful Training in the company.

With best wishes.

For M/s QH Talbros Pvt. Ltd.


Deepak Pandey
CGM-HR/ER


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

QHT/APP/HR/2024

Dated: 30.12.2024

OFFER LETTER

Mr. Kunam Vamsi Kumar
S/o. Mr. Kunam Nallababu
C/o.- Pragati Engineering College,
Near Kakinada, East Godavari (Distt),
Andhara Pradesh

Dear Mr. Kunam Vamsi Kumar,

This has reference to the campus placement programme had in your college by us. We have conducted written test followed by interview. We would like to congratulate you selected for "Graduate Apprentice Trainee" under Apprenticeship Act 1961, at our plant QH Talbros Pvt Ltd., RNS -29, Renault Nissan Supplier Park, Vaddakkupattu Village, Oragadam, Chennai, Tamil Nadu on the terms and conditions, which have been mutually discussed and agreed upon.

You will be entitled to a stipend of Rs. 18000/- per month. This will subject to applicable tax deductions, if any. Please note that this is a "confidential" matter and it is not to be disclosed or discussed with team members.

A detailed copy of your appointment letter containing terms and conditions will be given to you on your joining subject to the submission of educational qualifications certificates.

You are requested to bring with you the following documents at the time of joining your duties.

1. Certificates in support of date of Birth.
2. Copies of educational qualifications.
3. Four passport size photographs.
4. Copy of pan card /address proof.
5. Medical fitness certificate from the Registered Practitioners.
6. A non-judicial stamp paper of Rs 10/-

Your training is scheduled to start effective 02.05.2025 for a period of one year and will be enhanced /regularised on company scheme subject to your performance.

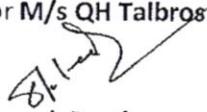
You shall join the services of the company on or before 02.05.2025. We shall appreciate your confirmation of acceptance of the above offer latest by 06.01.2025. Non acceptance before the stipulated date shall make this offer redundant automatically.

Kindly note that this offer is subject to fulfilment of all relevant educational qualification and if found any violation, this offer will automatically stands cancelled.

We are happy to welcome you to the QH Talbros family. We look forward at QH Talbros Pvt. Ltd. and wish you a successful Training in the company.

With best wishes.

For M/s QH Talbros Pvt. Ltd.


Deepak Pandey
CGM-HR/ER


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



QH Talbros Pvt. Ltd.

www.qhtalbros.com

QHT/APP/HR/2025

Dated: 29.03.2025

OFFER LETTER

Ms. Anisetti R S Naga Kantha Priyanka
D/o. Mr. A.Satyanarayana
C/o.- Ideal Institute of Technology
Near Kakinada,
Andhara Pradesh

Dear Ms. Anisetti R S Naga Kantha Priyanka,

This has reference to the campus placement programme had in your college by us. We have conducted written test followed by interview. We would like to congratulate you selected for "Graduate Apprentice Trainee" under Apprenticeship Act 1961, at our plant **QH Talbros Pvt Ltd., Plot No. -51, Sector - 3, IMT Manesar, Gurugram, Haryana** on the terms and conditions, which have been mutually discussed and agreed upon.

You will be entitled to a stipend of Rs. 18000/- per month. This will subject to applicable tax deductions, if any. Please note that this is a "confidential" matter and it is not to be disclosed or discussed with team members.

A detailed copy of your appointment letter containing terms and conditions will be given to you on your joining subject to the submission of educational qualifications certificates.

You are requested to bring with you the following documents at the time of joining your duties.

1. Certificates in support of date of Birth.
2. Copies of educational qualifications.
3. Four passport size photographs.
4. Copy of pan card /address proof.
5. Medical fitness certificate from the Registered Practitioners.
6. A non-judicial stamp paper of Rs 10/-

Your training is scheduled to start effective 15.05.2025 for a period of one year and will be enhanced /regularised on company scheme subject to your performance.

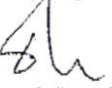
You shall join the services of the company on or before 15.05.2025. We shall appreciate your confirmation of acceptance of the above offer latest by 08.04.2025. Non acceptance before the stipulated date shall make this offer redundant automatically.

Kindly note that this offer is subject to fulfilment of all relevant educational qualification and if found any violation, this offer will automatically stands cancelled.

We are happy to welcome you to the QH Talbros family. We look forward at QH Talbros Pvt. Ltd. and wish you a successful Training in the company.

With best wishes.

For M/s QH Talbros Pvt. Ltd.


Deepak Pandey
CGM-HR/ER


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Dated: 30.12.2024

QHT/APP/HR/2024

OFFER LETTER

Mr. Bandaru Surendra Veera Mahesh
S/o. Mr. Bandaru Veera Venkata Satyanarayana
C/o.- Pragati Engineering College,
Near Kakinada, East Godavari (Distt),
Andhara Pradesh

Dear Mr. Bandaru Surendra Veera Mahesh,

This has reference to the campus placement programme had in your college by us. We have conducted written test followed by interview. We would like to congratulate you selected for "Graduate Apprentice Trainee" under Apprenticeship Act 1961, at our plant QH Talbros Pvt Ltd., RNS -29, Renault Nissan Supplier Park, Vaddakkupattu Village, Oragadam, Chennai, Tamil Nadu on the terms and conditions, which have been mutually discussed and agreed upon.

You will be entitled to a stipend of Rs. 18000/- per month. This will subject to applicable tax deductions, if any. Please note that this is a "confidential" matter and it is not to be disclosed or discussed with team members.

A detailed copy of your appointment letter containing terms and conditions will be given to you on your joining subject to the submission of educational qualifications certificates.

You are requested to bring with you the following documents at the time of joining your duties.

1. Certificates in support of date of Birth.
2. Copies of educational qualifications.
3. Four passport size photographs.
4. Copy of pan card /address proof.
5. Medical fitness certificate from the Registered Practitioners.
6. A non-judicial stamp paper of Rs 10/-

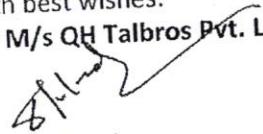
Your training is scheduled to start effective 02.05.2025 for a period of one year and will be enhanced /regularised on company scheme subject to your performance.

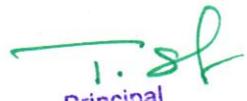
You shall join the services of the company on or before 02.05.2025. We shall appreciate your confirmation of acceptance of the above offer latest by 06.01.2025. Non acceptance before the stipulated date shall make this offer redundant automatically.

Kindly note that this offer is subject to fulfilment of all relevant educational qualification and if found any violation, this offer will automatically stands cancelled.

We are happy to welcome you to the QH Talbros family. We look forward at QH Talbros Pvt. Ltd. and wish you a successful Training in the company.

With best wishes.
For M/s QH Talbros Pvt. Ltd.


Deepak Pandey
CGM-HR/ER


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Dated: 29.03.2025

QHT/APP/HR/2025

OFFER LETTER

Mr. Bolloju Lakshmi Veera Durga Aditya
S/o. Mr. B.Venkatesh
C/o.- Ideal Institute of Technology
Near Kakinada,
Andhara Pradesh

Dear Mr. Bolloju Lakshmi Veera Durga Aditya,

This has reference to the campus placement programme had in your college by us. We have conducted written test followed by interview. We would like to congratulate you selected for "Graduate Apprentice Trainee" under Apprenticeship Act 1961, at our plant **QH Talbros Pvt Ltd., Plot No. -51, Sector - 3, IMT Manesar, Gurugram, Haryana** on the terms and conditions, which have been mutually discussed and agreed upon.

You will be entitled to a stipend of Rs. 18000/- per month. This will subject to applicable tax deductions, if any. Please note that this is a "confidential" matter and it is not to be disclosed or discussed with team members.

A detailed copy of your appointment letter containing terms and conditions will be given to you on your joining subject to the submission of educational qualifications certificates.

You are requested to bring with you the following documents at the time of joining your duties.

1. Certificates in support of date of Birth.
2. Copies of educational qualifications.
3. Four passport size photographs.
4. Copy of pan card /address proof.
5. Medical fitness certificate from the Registered Practitioners.
6. A non-judicial stamp paper of Rs 10/-

Your training is scheduled to start effective 15.05.2025 for a period of one year and will be enhanced /regularised on company scheme subject to your performance.

You shall join the services of the company on or before 15.05.2025. We shall appreciate your confirmation of acceptance of the above offer latest by 08.04.2025. Non acceptance before the stipulated date shall make this offer redundant automatically.

Kindly note that this offer is subject to fulfilment of all relevant educational qualification and if found any violation, this offer will automatically stands cancelled.

We are happy to welcome you to the QH Talbros family. We look forward at QH Talbros Pvt. Ltd. and wish you a successful Training in the company.

With best wishes.

For M/s QH Talbros Pvt. Ltd.


Deepak Pandey
CGM-HR/ER


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

22/07/2025

INTERNSHIP CONFIRMATION LETTERDear **ABHISHEK TRIPATHI KUBERJI,**

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of **Inside Sales Strategist** Intern at Rinex. The effective date of your hire by **04/08/2025**.

The fixed pay for the internship period

MONTHS	PAY	Variable
1st month (40 days)	10,000/-	10,000/-
2nd month (30 days)	15,000/-	10,000/-
3rd month (30 days)	15,000/-	10,000/-
4th month (30 days)	15,000/-	10,000/-

Here are the terms of the Internship while working with Rinex:

- Completion 2 months of internship period to be eligible for the Internship Certificate.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- **NOTE:** A monthly stipend structure requires a mandatory 30-days as working days.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Internship Period, Sales Targets, and Full-Time Employment Offer

This part of the document outlines the terms of your Internship period, including sales targets, conditions for full-time employment, and the associated compensation package. Kindly review these terms carefully.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

1. Internship Period and Commitment

1.1 Mandatory Duration

You are required to complete your internship period starting from your Joining Date. During this period, you will be evaluated based on your performance, particularly in achieving targets.

1.2 Resignation Restriction

During this internship period, resignation from your role is not permitted. This restriction is in place to ensure that both you and the company have sufficient time for evaluation and adjustment.

Exceptions may be granted only under extraordinary circumstances, subject to approval from senior management.

2. Monthly Sales Targets for Internship

To ensure your successful transition to full-time employment, you are required to meet the **monthly sales targets** during the Internship period:

An intern is expected to make 15 Sales per month via Direct payment or EMI partner.

NOTE: In case of any other products or service updates, Rinex adheres to its standard revenue model (1)* of ₹9,000

2.1 TARGETS TO BE REACHED FOR EARNING VARIABLE PAY

The targets outlined above represent the minimum performance expectations required to earn the standard base pay. In addition to the standard pay, interns are eligible for variable pay by achieving 5 Sale additionally excluding their base target.

Failure to meet the sales target for variable pay within the stipulated period will result in the variable pay being forfeited for that period.

2.2 Performance Evaluation

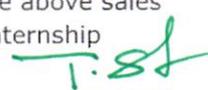
Your performance will be closely monitored. Meeting sales targets is crucial for continuing your internship and confirmation as a full-time employee. Weekly performance reviews will be conducted, and inconsistent task completion may lead to a review of your working days.

2.3 Consequences of Not Meeting Targets

Failure to meet the sales requirements may result in reassessment of your role, subject to manager's discretion at any point of time and for any reason.

3. Full-Time Employment and Compensation Package

Upon **successful completion** of the internship period and achievement of the above sales targets, you will be offered Probation & Full-time employment based on the internship performance only. The details of your compensation package are as follows:


Principal

IDEAL INSTITUTE OF TECHNOLOGY
WIBUTNAGAR, KAKINADA

3.1 Total Compensation

Upon confirmation as a full-time employee, your annual compensation will be upto **₹10,00,000** (Ten Lakhs), broken down into:

- **₹7,00,000** per annum as **Standard Earnings**
- **₹3,00,000** per annum as **Variable Earnings**

4. Internship/Full-Time Employment Terms

4.1 Terms & Conditions

1. Data Clearance Requirement: Internship Employees are required to ensure that any company data they use— including spreadsheets, physical documents, or work-related accounts (such as WhatsApp)— complies with company clearance policies. If an intern fails to provide adequate documentation or verification for the clearance of such data or resources, the company reserves the right to withhold payments until the issue is resolved.

2. Conduct and Behaviour Standards:

a. Professional Conduct

Internship Employees are expected to maintain a respectful and professional environment.

b. Harassment, Discrimination, and Misconduct

Any form of harassment, discrimination based on race, sex, or other protected characteristics, or behaviour that creates unnecessary chaos within the workplace will result in immediate termination. In such cases, legal action may be taken, and any outstanding payment may be withheld.

3. Compensation Processing & Payment Timeline

a. Processing Time, Verification & Delays

Compensation will be processed within 24-48 Hours post completion of each cycle. (Compensation here includes salary, incentives, other financial reward and non-financial reward). NOTE : Stipend processing may be delayed if there are bank holidays

5. Clause on Notification and Internship Termination

- In the event that an intern fails to provide proper official notification to the concerned authorities regarding their leaves, absence or resignation, Such individuals may also be classified as absconded candidates.
- For such candidates, the organization reserves the right to take necessary actions. Additionally, Rinex will not consider such candidates eligible for any acknowledgment, pay or benefits associated with their Internship/Probation tenure.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

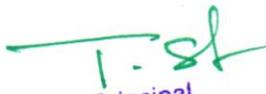
6. Jurisdiction Clause

I agree not to use, disclose, or commercialize any confidential information and understand that any involvement in data theft, fraud, or actions harming the company's reputation may result in taking legal action on me if found in any above cases handled in the region of Bangalore court of karnataka. Any disputes, legal proceedings, or matters arising out of or in connection with this Agreement, including its validity, interpretation, or enforcement, shall be subject to the exclusive jurisdiction of the courts located in Bangalore, Karnataka, India. No other courts in any other state shall have jurisdiction over such matters.

Employee Acknowledgment:

I hereby confirm that I have read, understood, and agree to the terms of the internship, monthly sales targets, and full-time employment offer.

I accept all terms and conditions for my role without pressure or coercion and acknowledge no verbal promises outside this agreement. I confirm my willingness to join Rinex after thoroughly reviewing all terms and will adhere to the company's decisions.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Signature: -----

TPO Signature: -----

Date: -----

22/07/2025

INTERNSHIP CONFIRMATION LETTERDear **BASINA VEERA NIKITA CHANDRAKALA,**

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of **Inside Sales Strategist** Intern at Rinex. The effective date of your hire by **04/08/2025**.

The fixed pay for the internship period

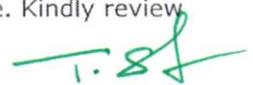
MONTHS	PAY	Variable
1st month (40 days)	10,000/-	10,000/-
2nd month (30 days)	15,000/-	10,000/-
3rd month (30 days)	15,000/-	10,000/-
4th month (30 days)	15,000/-	10,000/-

Here are the terms of the Internship while working with Rinex:

- Completion 2 months of internship period to be eligible for the Internship Certificate.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- **NOTE:** A monthly stipend structure requires a mandatory 30-days as working days.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Internship Period, Sales Targets, and Full-Time Employment Offer

This part of the document outlines the terms of your Internship period, including sales targets, conditions for full-time employment, and the associated compensation package. Kindly review these terms carefully.



Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

22/07/2025

INTERNSHIP CONFIRMATION LETTERDear **DINESH KUMAR BUDIDA,**

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of **Inside Sales Strategist** Intern at Rinex. The effective date of your hire by **04/08/2025**.

The fixed pay for the internship period

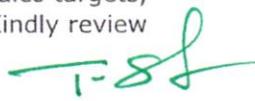
MONTHS	PAY	Variable
1st month (40 days)	10,000/-	10,000/-
2nd month (30 days)	15,000/-	10,000/-
3rd month (30 days)	15,000/-	10,000/-
4th month (30 days)	15,000/-	10,000/-

Here are the terms of the Internship while working with Rinex:

- Completion 2 months of internship period to be eligible for the Internship Certificate.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- **NOTE:** A monthly stipend structure requires a mandatory 30-days as working days.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Internship Period, Sales Targets, and Full-Time Employment Offer

This part of the document outlines the terms of your Internship period, including sales targets, conditions for full-time employment, and the associated compensation package. Kindly review these terms carefully.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

22/07/2025

INTERNSHIP CONFIRMATION LETTERDear **KADIYALA VYSHNAVI**,

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of **Inside Sales Strategist** Intern at Rinex. The effective date of your hire by **04/08/2025**.

The fixed pay for the internship period

MONTHS	PAY	Variable
1st month (40 days)	10,000/-	10,000/-
2nd month (30 days)	15,000/-	10,000/-
3rd month (30 days)	15,000/-	10,000/-
4th month (30 days)	15,000/-	10,000/-

Here are the terms of the Internship while working with Rinex:

- Completion 2 months of internship period to be eligible for the Internship Certificate.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- **NOTE:** A monthly stipend structure requires a mandatory 30-days as working days.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Internship Period, Sales Targets, and Full-Time Employment Offer

This part of the document outlines the terms of your Internship period, including sales targets, conditions for full-time employment, and the associated compensation package. Kindly review these terms carefully.



Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

22/07/2025

INTERNSHIP CONFIRMATION LETTERDear **KAPARAPU SRIVALLI,**

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of **Inside Sales Strategist** Intern at Rinex. The effective date of your hire by **04/08/2025**.

The fixed pay for the internship period

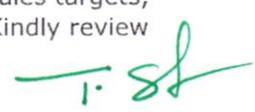
MONTHS	PAY	Variable
1st month (40 days)	10,000/-	10,000/-
2nd month (30 days)	15,000/-	10,000/-
3rd month (30 days)	15,000/-	10,000/-
4th month (30 days)	15,000/-	10,000/-

Here are the terms of the Internship while working with Rinex:

- Completion 2 months of internship period to be eligible for the Internship Certificate.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- **NOTE:** A monthly stipend structure requires a mandatory 30-days as working days.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Internship Period, Sales Targets, and Full-Time Employment Offer

This part of the document outlines the terms of your Internship period, including sales targets, conditions for full-time employment, and the associated compensation package. Kindly review these terms carefully.


IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

OFFER LETTER

OL No: TN32191

Date : 17 December 2024

Dear YEDIDA SAI RAM,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

OFFER LETTER

OL No: TN32178

Date : 17 December 2024

Dear PEDAMALLU SUPRIYA,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with TEACHNOOK as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

T. S. K.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

OFFER LETTER

OL No: TN32179

Date : 17 December 2024

Dear VARA BHAVYA,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

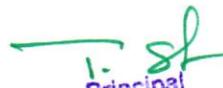
Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

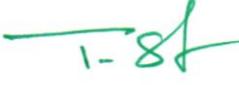
ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

OFFER LETTER

OL No: TN32180

Date : 17 December 2024

Dear NOOLU JNANA SATYA SRIJA,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com

OFFER LETTER

OL No: TN32181

Date : 17 December 2024

Dear **MATTAPARTHI VARSHA,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

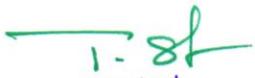
Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

OFFER LETTER

OL No: TN32182

Date : 17 December 2024

Dear **SHEIK KHADHAR,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining: 22 January 2025

Training Period : **22 January 2025 to 31-January-2025 - (Unpaid)**

OJT Start Date: **1-February-2025**

OJT End Date: **31-July-2025**

Location of Training: Bangalore

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **22 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

2317037/ ELTP-CAMPUS / 2025

02-Jul-2025

Subject: Letter of Intent

Dear Mr. Mattaparthi Sandeep Kumar,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **BandUandSubBandU1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure-A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond,
- ø you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of
- ø joining the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **31-Oct-25** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

R. Krishna
Krishna Ramaswamy

Head - Resource Management Group

T. S. K.
Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Annexure - A

Total Cost to Company (TCC) (Per Annum)		325000
Components of Total Cost to Company		INR. (Per Annum)
Basic (@40% of Total Fixed Pay)		111397
HRA (@70% of Basic Pay)		77978
Bonus/Statutory Bonus		48000
Employer's contribution to Provident Fund (@12% of Basic Pay)		13368
Flexible Components of TFP ^		27750
Total Fixed Pay (Per Annum)		278493
Total Variable Pay (TVP) (Per Annum) (*)		30944
Total (A)		309437
Additional Benefits (B)		15563
Gratuity		5359
Insurance Premiums (towards GTLI, GMIP and GPAL)		10204
Total Cost to Company (Per Annum) — (A) + (B)		325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.		
LTA		12000
Meal Card (Max INR. 2200 per month)		26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.		
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year		
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
i) Gratuity : As per Payment of Gratuity Act		
ii) Insurance		
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate		
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .		
c) Group Personal Accident Insurance (GPAL) coverage : You would be enrolled under the Company's GPAL scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

2317039/ ELTP-CAMPUS / 2025

02-Jul-2025

Subject: Letter of Intent

Dear Mr. Buddala Mani Kiran,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **BandU and SubBandU1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure-A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond,
- ø you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of
- ø joining the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

2317040/ ELTP-CAMPUS / 2025

02-Jul-2025

Subject: Letter of Intent

Dear Mr. Devisetti Bhagya Akash,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **BandU and SubBandU1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure-A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond,
- ø you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of
- ø joining the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

2317041/ ELTP-CAMPUS / 2025

02-Jul-2025

Subject: Letter of Intent

Dear Mr. Peddi Sri Harsha,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **BandU and SubBandU1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure-A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond,
- ø you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of
- ø joining the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

2317042 ELTP-CAMPUS / 2025

02-Jul-2025

Subject: Letter of Intent

Dear Mr. Karra Sai Karthik,

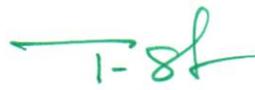
This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **BandUandSubBandU1** in our Organization provided:

- δ You are being medically fit.
- δ You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- δ You will be under **probation for a period of 6 (Six) months** from the date of joining.
- δ You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure-A** for breakup of your intended Annual Salary package.
- δ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond,
- δ you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of
- δ joining the Company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SSLN: 2025/OA/0101

July 15, 2025

Ms. Vullinkala Jyothsna

Email ID: vullinkalajyothsna@gmail.com

APPOINTMENT LETTER

Dear Jyothsna,

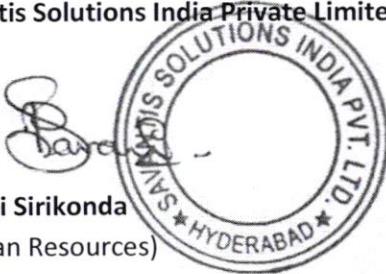
This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **July 16, 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,



Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

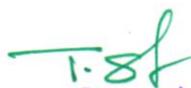
Principal
DEAL INSTITUTE OF TECHNOLOGY
Vidyutnagar, KAKINADA.

ANNEXURE - A			
NAME	Vullinkala Jyothsna		
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
DEAL INSTITUTE OF TECHNOLOGY
 Vidyunagar, KAKINADA.

SSLN: 2025/OA/0101

July 15, 2025

Ms. Moturi Kruthi Aishwarya

Email ID: kruthiaishwarya369@gmail.com

APPOINTMENT LETTER

Dear Aishwarya,

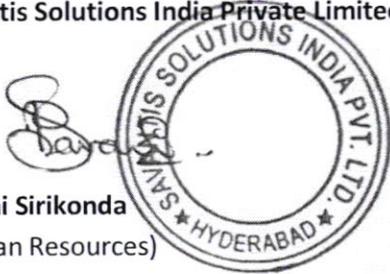
This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **July 16, 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,



Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

Principal
DEAL INSTITUTE OF TECHNOLOGY
Vidyutnagar, KAKINADA

SSLN: 2025/OA/0102

July 15, 2025

Ms. Patnam Tejaswi Meher

Email ID: tejaswimeher09@gmail.com

APPOINTMENT LETTER

Dear Tejaswi,

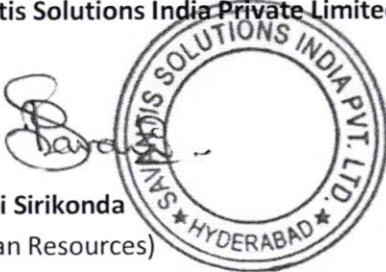
This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **July 16, 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,



Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

Principal
'DEAL INSTITUTE OF TECHNOLOGY'
Vidyutnagar, KAKINADA

SSLN: 2025/OA/0103

July 15, 2025

Ms. Susmitha Sathi

Email ID: susmithasathi9@gmail.com

APPOINTMENT LETTER

Dear Susmitha,

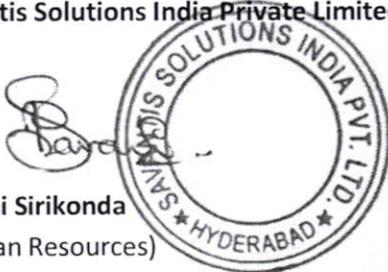
This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **July 16, 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,



Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SSLN: 2025/OA/0104

July 15, 2025

Ms. K Manaswani Kruthi

Email ID: manaswiniketharaju@gmail.com

APPOINTMENT LETTER

Dear Manaswani,

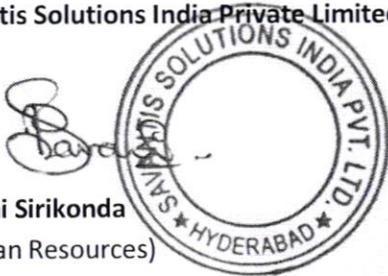
This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is **July 16, 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,



Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

A handwritten signature in green ink, appearing to be "I. S. J."

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



Date: 17 December 2024

OL No: SFISI004737

Dear **Sayam Harsha Hemanth Kumar**,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574



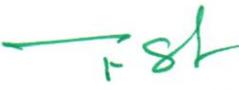
Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship/probation, a 15-day notice period will be in effect and a 30-day notice once you become a permanent employee. Should you choose to leave the organization without fulfilling this notice period, the company retains the right to withhold all compensation and other relevant benefits. Your final settlement, including any outstanding salary will be processed within 45 days, after the completion of the notice period.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **18 December 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **18 December 2024** and will be reporting on **21 January 2025**.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

Signature:

Date:

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574



Date: 17 December 2024

OL No: SFISI004738

Dear Srungarapu Sri Ram Karthik,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



Date: 17 December 2024

OL No: SFISI004739

Dear **Surampudi Ram Teja**,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574



Date: 17 December 2024

OL No: SFISI004639

Dear Mogga Pradeep,

Re: Employment Offer at SkillForge

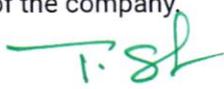
We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - [+91 93640 02574](tel:+919364002574)



Date: 17 December 2024

OL No SFISI004640

Dear Mohammad Mubeena ,

Re: Employment Offer at SkillForge

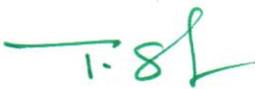
We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.


Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574



Date: 17 December 2024

OL No: SFISI004641

Dear Muddana Vyshnavi, ,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore location for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **21 January 2025**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10-days will serve as a training period without compensation.

- Refer to Annexure 1 for a detailed compensation structure.
- Your employment is contingent upon the successful completion of any necessary reference checks.
- Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
- You are required to submit the following mandatory documents at the time of joining for verification: Photocopies of PAN Card, Aadhaar & Academic Certificates

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to health insurance, casual leaves that the company offers to its permanent employees.

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

SkillForge E-Learning Solutions Private Limited

Bhive Silk Board - Ground Floor, B Block,
L-194, Santhosapuram, Sector 6, HSR Layout, Bengaluru, Karnataka 560101

Website - www.skillforge.in Email - hr@skillforge.in Mobile - +91 93640 02574



Offer: Computer Consultancy
Ref: TCSL/DT20246167320/Hyderabad
Date: 28/03/2025

Mr. Akash Kapaganti
8-13/3-1/4aRajaprakash Street,
Beside Electrical Substation, Prathapnagar,
Kakinada-533004,
Andhra Pradesh.
Tel# 91-9985904057

Dear Akash Kapaganti,

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

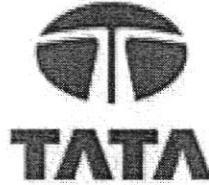
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA

1

TCS Confidential
TCSL/DT20246167320

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

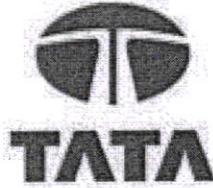
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

TCS Confidential

TCSL/DT20246167320

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

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTHNAGAR, KAKINADA



2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

TCS Confidential
TCSL/DT20246167320

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500080

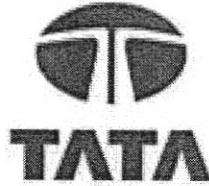
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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

 5
Principal

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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



7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

TCS Confidential
TCSL/DT20246167320

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

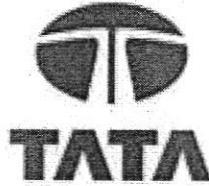
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

 7

Principal

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

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

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

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

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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



18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 19. Submission of documents.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

TCS Confidential
TCSL/DT20246167320

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500080, India

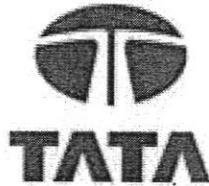
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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

Principal

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS ILP Program

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

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

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



21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

24. Data Privacy Clause:

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

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

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

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

Principal

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

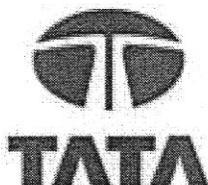
For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



GROSS SALARY SHEET

Annexure 1

Name	Akash Kapaganti
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

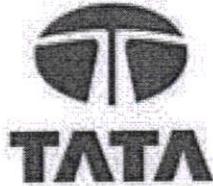
Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	8,056	96,672
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	11,360
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



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>

T.S.K.
Principal

IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

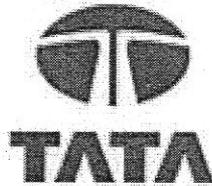
(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto.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

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

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

T. S. K.

Principal
IDEAL INSTITUTE OF TECHNOLOGY
VIDYUTNAGAR, KAKINADA



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

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