

TRAINING & PLACEMENT CELL ANNUAL REPORT

AY: 2018-19

The Placement Cell continues to work for the benefit of all students of Pydah College of Engineering. The focus is on providing campus placement for all final year students. We conduct capacity building programmes to enhance the employability of the students. It includes mock interview sessions, personality tests, written assessments, group discussions and also organises various lectures and workshops to familiarise the students with the different career prospects and the condition of the job market. The placement cell holds healthy culture to ensure that students are at par with the market requirements. The training initiatives add value to the students from bringing various companies to the campus and helping students from all disciplines, finding placements in various sectors. This year we could place 144 students in companies like GRAM TARANG, IRIS, DELOITTE, ACCENTURE, TCS, TECH MAHINDRA, CONCENTRX, INFOSYS, MINDTREE, WIPRO & L&T. We constantly guide and provide them with gratifying opportunities to gain immeasurable work experiences through Internships, live projects, webinars, job opportunities and much more. Placement cell will strive hard for better results in the next academic year.

PLACEMENTS DATA 2018-19

S.No	Branch	Name of the Student	Company Name	Pay Package
1	AGRI	SIVA NAG PRASANTH ADURI	GRAM TARANG	180000
2	AGRI	DAIVA PRASAD BADIMELA	GRAM TARANG	180000
3	AGRI	NARENDRA BANDI	GRAM TARANG	180000
4	AGRI	GURU SWAMY BOBBURI	GRAM TARANG	180000
5	AGRI	PAVITHRA DEVALLA	GRAM TARANG	180000
6	AGRI	SHYAM KUMAR GANDI	GRAM TARANG	180000
7	AGRI	BALA KRISHNA GINJUPALLI	GRAM TARANG	180000
8	AGRI	SATISH ISUKAPATLA	GRAM TARANG	180000
9	AGRI	JAKKALA PAPALU	GRAM	180000

			TARANG	
10	AGRI	YASWANTH KUNCHAPU	GRAM TARANG	180000
11	AGRI	SRINIVASULU P.	GRAM TARANG	180000
12	AGRI	NANDAN SANDI	GRAM TARANG	180000
13	AGRI	KALI ARAVIND S.	GRAM TARANG	180000
14	AGRI	VENKATA CHANDRA SHEKAR REDDY	GRAM TARANG	180000
15	AGRI	CHAKRADHAR VEERAGATTAPU	GRAM TARANG	180000
16	AGRI	GOPI KRISHNA YALAGALA	GRAM TARANG	180000
17	AGRI	CH. JAYA PRAKASH	GRAM TARANG	180000
18	CIV	GUTHULA AJAY KUMAR	IRIS	2,14,378
19	MEC	AMAJALA VEERA GANESWARA RAO	IRIS	2,14,378
20	MEC	DANDU SATYANARAYANA	IRIS	2,14,378
21	MEC	AJAY KUMAR PENUMUCHU	IRIS	2,14,378
22	MEC	SURESH PAMPANA	IRIS	2,14,378
23	AGRI	VINAY KUMAR CHITIKELA	IRIS	2,14,378
24	AGRI	KATTA MANIKANTA	IRIS	2,14,378
25	AGRI	KOPPULA NARAYANA REDDY	IRIS	2,14,378
26	AGRI	POOJITHA MATAM	IRIS	2,14,378
27	AGRI	NAGA HANUMAN MOGALIPUVVU	IRIS	2,14,378
28	AGRI	GOPI CHAND PATHURI	IRIS	2,14,378
29	AGRI	SAI KUMAR PINDI	IRIS	2,14,378
30	AGRI	SHAIK NAGUR SHARIF	IRIS	2,14,378
31	AGRI	ANIL KUMAR THOTAKURA	IRIS	2,14,378
32	AGRI	VEMU SUMANTH	IRIS	2,14,378
33	AGRI	MANGALI TIRUMALESH	IRIS	2,14,378
34	CIV	ESWARA RAO ANGADI	DELOITE	3,25,008
35	CIV	VENKATA SAI PURUSHOTHAM ELUGUBA	DELOITE	3,25,008
36	MEC	RAMA RAO JUTTU	DELOITE	3,25,008
37	MEC	SAI NAVEEN REDDY THADIPARTHI	DELOITE	3,25,008
38	MEC	VEMPATAPU SIVA	DELOITE	3,25,008
39	ECE	SATYA DURGA BIRUDA	DELOITE	3,25,008
40	ECE	MANIKANTA SWAMY EETHA	DELOITE	3,25,008
41	CSE	SWAMY NADHAN LANKA	DELOITE	3,25,008
42	CSE	EMMANUEL MADHAVAN VARASALA	DELOITE	3,25,008

43	AGRI	VARMA GULLULA	DELOITTE	3,25,008
44	EEE	VARA PRASAD NAMALA	DELOITTE	3,25,008
45	EEE	MANGA DEVI TALLIBOINA	DELOITTE	3,25,008
46	MEC	AJAY KUMAR BEEJA	ACCENTURE	4,15,500
47	MEC	DARLA DURGA MADHAVACHARI	ACCENTURE	4,15,500
48	MEC	NAGA SAI KUMAR GARAGAPATI	ACCENTURE	4,15,500
49	MEC	MD RABBANI	ACCENTURE	4,15,500
50	MEC	VEERENDRA KUMAR NAGIREDDY	ACCENTURE	4,15,500
51	ECE	ANU PALLAVI CHIPPADA	ACCENTURE	4,15,500
52	ECE	PUSHPA JYOTHI ROJA PEDDADA	ACCENTURE	4,15,500
53	ECE	KRUPANANDARAO RAMADI	ACCENTURE	4,15,500
54	ECE	SIVA KRISHNA KUMAR GAMPALA	ACCENTURE	4,15,500
55	ECE	MANDAPALLI RUDRAKANTH	ACCENTURE	4,15,500
56	CIV	SAI SURESH DESANEEDI	TCS	7,22,000
57	CIV	VENKANNA BABU NURUKURTHI	TCS	7,22,000
58	MEC	ADINARAYANA KAMADI	TCS	7,22,000
59	MEC	NAKKA SAI CHANDRA MARKANDEYA	TCS	7,22,000
60	ECE	VEERA VENKATA SATYANARAYANA	TCS	7,22,000
61	ECE	TALATAM NAGA RATNA KUMARI	TCS	7,22,000
62	CSE	SRI TEJA BUDDALA	TCS	7,22,000
63	CSE	SRIMANTH SAI KAMISSETTI	TCS	7,22,000
64	AGRI	YARRAGUNTLA PRAKASA RAO	TCS	7,22,000
65	AGRI	L. VINOD KUMAR	TCS	7,22,000
66	EEE	VIJAYA GOWRI NOOKELLA	TCS	7,22,000
67	EEE	BALAVANTULA SIVA	TCS	7,22,000
68	MEC	KOLLI RAVI KUMAR	TECH MAHINDRA	3,25,000
69	MEC	LOKANATH SHAW	TECH MAHINDRA	3,25,000
70	MEC	TRIMURTHY YETRINJI	TECH MAHINDRA	3,25,000
71	MEC	SURYANARAYANA YALLA	TECH MAHINDRA	3,25,000
72	ECE	GOLI MOHAN	TECH MAHINDRA	3,25,000
73	ECE	PULAGUNTA RAJESH	TECH MAHINDRA	3,25,000
74	CSE	SRINIVAS BALABHADRUNI	TECH MAHINDRA	3,25,000
75	CSE	KANURI RAMA CHARAN	TECH MAHINDRA	3,25,000
76	AGRI	VARA LAKSHMI UPPU	TECH MAHINDRA	3,25,000

77	EEE	KANDA UDAY CHAKRAVARTHI	TECH MAHINDRA	3,25,000
78	EEE	TEJA GANAPAVARAPU	TECH MAHINDRA	3,25,000
79	CIV	KIRAN KUMAR MATCHA	CONCENTRX	1,80,000
80	CIV	VISALAKSHI PENKE	CONCENTRX	1,80,000
81	MEC	CHINTADA KURMA NAYAKULU	CONCENTRX	1,80,000
82	MEC	PRASANTH KUMAR DUMPALA	CONCENTRX	1,80,000
83	MEC	KUNA VEERA VENKATA RAMARAO	CONCENTRX	1,80,000
84	MEC	NURUKURTHI SURESH KUMAR	CONCENTRX	1,80,000
85	ECE	VIJAY SURYA MELLAM	CONCENTRX	1,80,000
86	ECE	VELUGUBANTLA VEERENDRA	CONCENTRX	1,80,000
87	ECE	KOLAPALLI MOUNIKA	CONCENTRX	1,80,000
88	AGRI	PULIDINDI UJWALA	CONCENTRX	1,80,000
89	EEE	NAVEEN KUMAR OLETI	CONCENTRX	1,80,000
90	EEE	VEERA VENKATA SATYANARAYANA	CONCENTRX	1,80,000
91	MEC	SURYA MAHESH BIRUDA	INFOSYS	2,37,576
92	MEC	CHENNA PAKEER	INFOSYS	2,37,576
93	ECE	BALA VENKATA TRIPURA SUNDAR	INFOSYS	2,37,576
94	ECE	G.HEMANTH	INFOSYS	2,37,576
95	CSE	KALAVALA KIRAN	INFOSYS	2,37,576
96	CSE	DEVI MEENAKSHI PEPAKAYALA	INFOSYS	2,37,576
97	AGRI	DURGA PRASAD GINJALA	INFOSYS	2,37,576
98	AGRI	SRI SUSHMA RANI N.	INFOSYS	2,37,576
99	AGRI	SHAIK SIDDAVALI	INFOSYS	2,37,576
100	EEE	LAKSHMI NARAYANA SWAMY YALLA	INFOSYS	2,37,576
101	EEE	NADIPALLI VEERA VENKATA RAMA	INFOSYS	2,37,576
102	CIV	BHAGYALAKSHMI CHEPALA	MINDTREE	2,97,000
103	CIV	SIRISHA NAKKA	MINDTREE	2,97,000
104	MEC	KALADI BALU	MINDTREE	2,97,000
105	MEC	KANAKA RAJU KOTANA	MINDTREE	2,97,000
106	MEC	SURESH MEDISETTI	MINDTREE	2,97,000
107	MEC	TADELA RAVINDRA	MINDTREE	2,97,000
108	ECE	VIJAYA CHANDRA NIMMAKURI	MINDTREE	2,97,000
109	ECE	SURESH PENKE	MINDTREE	2,97,000
110	CSE	SUNDARA MANIKYAM YALLA	MINDTREE	2,97,000
111	AGRI	PRATHYUSHA MIRIYALA	MINDTREE	2,97,000
112	EEE	VARRE MANIKANTA SAI PRASANTH KU	MINDTREE	2,97,000

113	CIV	KUKKALA VIJAYA PRASAD	WIPRO	1,80,000
114	CIV	BATTHI VAMSI	WIPRO	1,80,000
115	MEC	BOBBILI UMA MAHESWARA RAO	WIPRO	1,80,000
116	MEC	CHEPALA MAHESH	WIPRO	1,80,000
117	MEC	YESU TATAJI GADULA	WIPRO	1,80,000
118	MEC	KARUNA VENKATA SATYA PRASAD	WIPRO	1,80,000
119	MEC	KOMMUJU RAJESH	wipro	1,80,000
120	MEC	DURGA PRASAD PANTHADI	WIPRO	1,80,000
121	MEC	SURADA KUSUMA KUMAR	WIPRO	1,80,000
122	ECE	VENKATA RAMA KRISHNA BUKKURI	WIPRO	1,80,000
123	ECE	VASAMSETTI MAHESWARI	WIPRO	1,80,000
124	CSE	USHA RANI KONDEPUDI	WIPRO	1,80,000
125	EEE	SAI RAM VARMA MANDAPATI	WIPRO	1,80,000
126	CIV	BURAGANA VINOD	L&T	2,20,000
127	CIV	YOGI KOLLI	L&T	2,20,000
128	CIV	DINESH KUMAR LANKA	L&T	2,20,000
129	CIV	MORTHA VIKRANTH	L&T	2,20,000
130	CIV	NOOKA RAJU POLAVARAPU	L&T	2,20,000
131	CIV	PONNADA KRISHNA	L&T	2,20,000
132	CIV	REDDY VIJAYA DURGA BHAVANI	L&T	2,20,000
133	CIV	RAMALAKSHMANA VEERANJANEYA DURG	L&T	2,20,000
134	CIV	SAI RAM LALAM	L&T	2,20,000
135	CIV	NANDIGATLA MANIKANTA SWAMY	L&T	2,20,000
136	CIV	MANOJ KUMAR PULIGADDA	L&T	2,20,000
137	CIV	YERUBANDI JAGADEESH KUMAR	L&T	2,20,000
138	MEC	DANGETI NARENDRA	L&T	2,20,000
139	MEC	GUBBALA VEERA VENKATA DURGA	L&T	2,20,000
140	MEC	SOMA RAJU KAKARA	L&T	2,20,000
141	MEC	NANDIPU SYAM KUMAR	L&T	2,20,000
142	MEC	VENKATA SAI PAMPANA	L&T	2,20,000
143	MEC	PENDEM KRANTHI KUMAR	L&T	2,20,000
144	MEC	TIRUPATHI RAO PYLA	L&T	2,20,000

Bhargava

Training & Placement Officer
Pydah College of Engineering
Patavala, Kakinada-533 401

Prakash

Dr. P.V.SURYA PRAKASH
PRINCIPAL
PYDAH COLLEGE OF ENGINEERING
PATAVALA, KAKINADA



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**Larsen & Toubro Limited,
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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214091

Date: 29 APRIL 2019

Dear **TIRUPATHI RAO PYLA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Kindly sign this letter to confirm your acceptance. In case of further queries kindly connect with your Training & Placement Office.

**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

**(RAMKISHORE S)
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DIVISIONAL CORPORATE**

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Ref.: L&T / GCT 2019 / 202240468214011

Date: 29 APRIL 2019

Dear **PENDEM KRANTHI KUMAR**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214069

Date: 29 APRIL 2019

Dear **VENKATA SAI PAMPANA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214066

Date: 29 APRIL 2019

Dear **NANDIPU SYAM KUMAR**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214070

Date: 29 APRIL 2019

Dear **SOMA RAJU KAKARA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214078

Date: 29 APRIL 2019

Dear **GUBBALA VEERA VENKATA DURGA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214028

Date: 29 APRIL 2019

Dear **DANGETI NARENDRA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Ref.: L&T / GCT 2019 / 202240468214019

Date: 29 APRIL 2019

Dear **YERUBANDI JAGADEESH KUMAR**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

**(RAMKISHORE S)
VP & HEAD – HUMAN RESOURCES
DIVISIONAL CORPORATE**

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001. INDIA
Licence No.: CIN - L99999MH1946PLC004768

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Sensitivity: LNT Construction Internal Use



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Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214063

Date: 29 APRIL 2019

Dear **MANOJ KUMAR PULIGADDA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

A handwritten signature in black ink, appearing to read 'S. Ramkishore'.

**(RAMKISHORE S)
VP & HEAD – HUMAN RESOURCES
DIVISIONAL CORPORATE**

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214090

Date: 29 APRIL 2019

Dear **NANDIGATLA MANIKANTA SWAMY**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

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LARSEN & TOUBRO

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214061

Date: 29 APRIL 2019

Dear **SAIRAM LALAM**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

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DIVISIONAL CORPORATE**

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Licence No.: CIN - L99999MH1946PLC004768

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Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214043

Date: 29 APRIL 2019

Dear **RAMALAKSHAMANA VEERANJANEYA DURGA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214029

Date: 29 APRIL 2019

Dear **REDDY VIJAYA DURGA BHAVANI**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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for LARSEN & TOUBRO LIMITED**

**(RAMKISHORE S)
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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214020

Date: 29 APRIL 2019

Dear **PONNADA KRISHNA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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for LARSEN & TOUBRO LIMITED**

**(RAMKISHORE S)
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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214033

Date: 29 APRIL 2019

Dear **NOOKA RAJU POLAVARAPU**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

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**(RAMKISHORE S)
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DIVISIONAL CORPORATE**

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214026

Date: 29 APRIL 2019

Dear **MORTHA VIKRANTH**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Yours faithfully,
for LARSEN & TOUBRO LIMITED

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214016

Date: 29 APRIL 2019

Dear **DINESH KUMAR LANKA**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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for LARSEN & TOUBRO LIMITED**

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**(RAMKISHORE S)
VP & HEAD – HUMAN RESOURCES
DIVISIONAL CORPORATE**

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Licence No.: CIN - L99999MH1946PLC004768

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Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214078

Date: 29 APRIL 2019

Dear **YOGI KOLLI**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: L&T / GCT 2019 / 202240468214041

Date: 29 APRIL 2019

Dear **BURAGANA VINOD**

Based on our assessment of the interview you had with us, we are pleased to shortlist you for the position of "**Graduate Commercial Trainee**" with Larsen & Toubro. The appointment shall be tentatively in June 2019, subject to you being found medically fit by our company's authorized doctor and passing the **B.Tech** in FIRST attempt with 65% and above.

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VP & HEAD – HUMAN RESOURCES
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Licence No.: CIN - L99999MH1946PLC004768

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April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear SAI RAM VARMA MANDAPATI

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUNIT KALACHAR
Date: 2020.11.17 12:08:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 9011
Doddekannalli F : +91 (80) 2844 8054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear USHA RANI KONDEPUDI

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

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Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

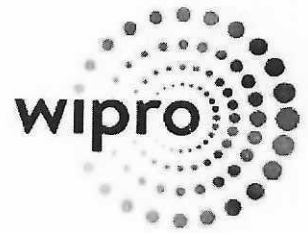
Digitally signed by SUDHIL KALACHAR
Date: 2020.11.17 23:53:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannalli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32192KA1945FPLC020300

Sensitivity: Internal & Restricted

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April 21, 2019

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Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear VASAMSETTI MAHESHWARI

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Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUNIT KALACHAR
Date: 2020.11.17. 11:38:32 IST
Reason: Camper/Other Editor
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
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Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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April 21, 2019

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Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
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Dear VENKATA RAMA KRISHNA BUKKURI

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Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUNIL KALACHAR
Date: 2020.11.17 21:39:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Dodda Kannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020300

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April 21, 2019

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Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear SURADA KUSUMA KUMAR

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

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For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.11.17.23:09:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1845P1C020309

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear DURGA PRASAD PANTHADI

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a diagonal line.

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.11.17/22:09:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

I

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannali F : +91 (80) 2644 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1845F1C020B00

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear KOMMUJU RAJESH

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SURESH KALACHAR
Date: 2020.11.17.23:08:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0911
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PI C020300

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear KARUNA VENKATA SATYA PRASAD

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SURESH KALACHAR
Date: 2020.11.17 21:09:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020300

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear YESU TATAJI GADULA

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUNIL KALACHAR
Date: 2020.11.17 22:08:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear CHEPALA MAHESH

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SURESH KALACHAR
Date: 2020.11.17 23:58:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1845PLC020800

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear BOBBILI UMA MAHESHWARA RAO.

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.11.17 23:08:32 IST
Reason: Compulsory for Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannali F : +91 (80) 2644 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020300

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear BATTHI VAMSI

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SURESH KALACHAR
Date: 2020.11.17 14:33:32 +05:30
Reason: Computer-generated
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Dodda Kannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945F1C020900

Sensitivity: Internal & Restricted

9618172



April 21, 2019

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear KUKKALA VIJAY PRASAD

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Signature Not Verified

Digitally signed by SUNIT KALACHAR
Date: 2020.11.17/20:38:32 IST
Reason: Computer Generated
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddekannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : IL32102KA1545P1C029300

Sensitivity: Internal & Restricted

9618172

Date:14-April-2019

To

Varre Manikanta Sai

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.
- 2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.
- 2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.



A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Varre Manikanta Sai
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Date: 14-April-2019

To

Prathyusha Miriyala

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,

For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Prathyusha Miriyala
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Date: 14-April-2019

To

Sundara Manikyam Yalla

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.
- 2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.
- 2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.



Mindtree

A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Sundara Manikyam Yalla

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Mindtree

A Larsen & Toubro Group Company

Date:14-April-2019

To

Suresh Penke

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:
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 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.
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- 2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.
- 2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.



Mindtree

A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

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- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

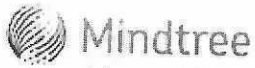
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,

For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Suresh Penke
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Mindtree

A Larsen & Toubro Group Company

Date: 14-April-2019

To

Vijaya Chandra Nimmakuri

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Vijaya Chandra Nimmakuri

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Mindtree

A Larsen & Toubro Group Company

Date: 14-April-2019

To

Tadela Ravindra

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



Mindtree

A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,

For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Tadela Ravindra
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Mindtree

A Larsen & Toubro Group Company

Date:14-April-2019

To

Kanaka Raju Kotana

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

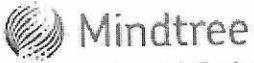
c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



Mindtree

A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Kanaka Raju Kotana
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Date:14-April-2019

To

Kaladi Balu

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



Mindtree

A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,

For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Kaladi Balu

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Date: 14-April-2019

To

Sirisha Nakka

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Sirisha Nakka

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Mindtree

A Larsen & Toubro Group Company

Date:14-April-2019

To

Bhagyalakshmi Chepala

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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



A Larsen & Toubro Group Company

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

2.7. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.8. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Bhagyalakshmi Chepala

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

STRICTLY PRIVATE & CONFIDENTIAL

Dear NADIPALLI VEERA VENKATA RAMA

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	NADIPALLI VEERA VENKATA RAMA
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

STRICTLY PRIVATE & CONFIDENTIAL

Dear LAKSHMI NARAYANA SWAMY YALLA

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	LAKSHMI NARAYANA SWAMY YALLA
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

STRICTLY PRIVATE & CONFIDENTIAL

Dear SHAIK SIDDAVALI

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
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- d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	SHAIK SIDDAVALI
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

STRICTLY PRIVATE & CONFIDENTIAL

Dear SRI SUSHMA RANI

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	SRI SUSHMA RANI
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

STRICTLY PRIVATE & CONFIDENTIAL

Dear DURGA PRASAD GINJALA

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
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Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	DURGA PRASAD GINJALA
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
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Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

STRICTLY PRIVATE & CONFIDENTIAL

Dear DEVI MEENAKSHI PEPAKAYALA

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

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Other Terms & Conditions

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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	DEVI MEENAKSHI PEPAKAYALA
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

STRICTLY PRIVATE & CONFIDENTIAL

Dear KALAVALA KIRAN

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
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Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	KALAVALA KIRAN
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

STRICTLY PRIVATE & CONFIDENTIAL

Dear G HEMANTH

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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- e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	G HEMANTH
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

STRICTLY PRIVATE & CONFIDENTIAL

Dear BALA VENKATA TRIPURA SUNDAR

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS

Name	BALA VENKATA TRIPURA SUNDAR	
Role Designation	Process Executive	
Job Level	2B	
Date of Joining	28-APRIL 2019	
Location of Posting	BANGALORE, KARNATAKA, India	
Fixed Components		Amount in INR per month
Basic		13,371
Fixed Dearness Allowance (FDA)		1,100
Basket of Allowances (BOA)*		
Sub Total 1		14,471
Statutory Components		
Company Contribution to Provident Fund		1,737
Gratuity		696
Bonus		2,894
Sub Total 2		5,327
Gross Salary per month - Sub Total 1+2		19,798
Total Annual CTC		237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.'

HRD/InfosysBPM/1004279725

March 29, 2019

STRICTLY PRIVATE & CONFIDENTIAL

Dear CHENNA PAKEER

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS	
Name	CHENNA PAKEER
Role Designation	Process Executive
Job Level	2B
Date of Joining	28-APRIL 2019
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,371
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,471
Statutory Components	
Company Contribution to Provident Fund	1,737
Gratuity	696
Bonus	2,894
Sub Total 2	5,327
Gross Salary per month - Sub Total 1+2	19,798
Total Annual CTC	237,576

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

STRICTLY PRIVATE & CONFIDENTIAL

Dear SURYA MAHESH BIRUDA

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 28-April-2019 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

APPENDIX 1

COMPENSATION DETAILS

Name	SURYA MAHESH BIRUDA	
Role Designation	Process Executive	
Job Level	2B	
Date of Joining	28-APRIL 2019	
Location of Posting	BANGALORE, KARNATAKA, India	
Fixed Components		Amount in INR per month
Basic		13,371
Fixed Dearness Allowance (FDA)		1,100
Basket of Allowances (BOA)*		
Sub Total 1		14,471
Statutory Components		
Company Contribution to Provident Fund		1,737
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Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear VEERA VENKATA SATYANARAYANA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear NAVEEN KUMAR OLETI

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear PULIDINDI UJWALA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear KOLAPALI MOUNIKA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear VELUGUBANTLA VEERENDRA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear VIJAY SURYA MELLAM

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear NURUKURTHI SURESH KUMAR

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear KUNA VEERA VENKATA RAMARAO

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear PRSHANT KUMAR DUMPALA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear CHINTADA KURMA NAYAKULU

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear VISALAKSHI PENKE

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Date:- 08-02-2019

Subject: Expression of Interest - Campus

Dear KIRAN KUMAR MATCHA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team



Tech Mahindra Limited
Info city, Hi-tech City Layout
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Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

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connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402947/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **TEJA GANAPAVARAPU**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

Tech Mahindra

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Registered Office:
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Mumbai 400001, India
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi at 9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan



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ANNEXURE - A

NAME	TEJA GANAPAVARAPU
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP)..... (B)	25,161
ADDITIONAL BENEFITS..... (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group



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ANNEXURE - B

NAME	TEJA GANAPAVARAPU	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
COMPONENTS		Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)		85,260
HRA (@50% OF BASIC)		42,630
CONVEYANCE		19,200
BONUS / STATUTORY BONUS		24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)		10,231
FLEXIBLE COMPONENTS OF TFP		102,878
TOTAL FIXED PAY..... (A)		284,199
TOTAL VARIABLE PAY (TVP). (B)		31,578
ADDITIONAL BENEFITS. (C)		9,223
GRATUITY		4,101
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)		5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)		325,000

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



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Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402956/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **KANDA UDAY CHAKRAVARTHI**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

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7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** – General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	KANDA UDAY CHAKRAVARTHI	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	67,935
	HRA (@50% OF BASIC)	33,968
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	FLEXIBLE COMPONENTS OF TFP	73,194
	TOTAL FIXED PAY..... (A)	226,449
	TOTAL VARIABLE PAY (TVP). (B)	25,161
	ADDITIONAL BENEFITS..... (C)	8,390
	GRATUITY	3,268
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. Deductions:

- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	KANDA UDAY CHAKRAVARTHI	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	85,260
	HRA (@50% OF BASIC)	42,630
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
	FLEXIBLE COMPONENTS OF TFP	102,878
	TOTAL FIXED PAY..... (A)	284,199
	TOTAL VARIABLE PAY (TVP). (B)	31,578
	ADDITIONAL BENEFITS..... (C)	9,223
	GRATUITY	4,101
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

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- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



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Ref: 640223/1402956/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear VARA LAKSHMI UPPU

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan



Tech Mahindra Limited
 Info city, Hi-tech City Layout
 Madhapur, Hyderabad 500081, India
 Tel: +91 40 3063 6363
 Fax: +91 40 2311 7011

techmahindra.com
 connect@techmahindra.com
 Registered Office:
 Gateway Building, Apollo Bunder
 Mumbai 400001, India
 CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	VARA LAKSHMI UPPU	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	67,935
	HRA (@50% OF BASIC)	33,968
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	FLEXIBLE COMPONENTS OF TFP	73,194
	TOTAL FIXED PAY..... (A)	226,449
	TOTAL VARIABLE PAY (TVP). (B)	25,161
	ADDITIONAL BENEFITS..... (C)	8,390
	GRATUITY	3,268
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPPI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	VARA LAKSHMI UPPU
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	85,260
HRA (@50% OF BASIC)	42,630
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
FLEXIBLE COMPONENTS OF TFP	102,878
TOTAL FIXED PAY..... (A)	284,199
TOTAL VARIABLE PAY (TVP). (B)	31,578
ADDITIONAL BENEFITS. (C)	9,223
GRATUITY	4,101
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402970/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **KANURI RAM CHARAN**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band '**U**' and Sub Band '**U1**' under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H - General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan



Tech Mahindra Limited
 Info city, Hi-tech City Layout
 Madhapur, Hyderabad 500081, India
 Tel: +91 40 3063 6363
 Fax: +91 40 2311 7011

techmahindra.com
 connect@techmahindra.com
 Registered Office:
 Gateway Building, Apollo Bunder
 Mumbai 400001, India
 CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	KANURI RAM CHARAN	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	67,935
	HRA (@50% OF BASIC)	33,968
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	FLEXIBLE COMPONENTS OF TFP	73,194
	TOTAL FIXED PAY..... (A)	226,449
	TOTAL VARIABLE PAY (TVP). (B)	25,161
	ADDITIONAL BENEFITS..... (C)	8,390
	GRATUITY	3,268
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	KANURI RAM CHARAN	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	85,260
	HRA (@50% OF BASIC)	42,630
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
	FLEXIBLE COMPONENTS OF TFP	102,878
	TOTAL FIXED PAY..... (A)	284,199
	TOTAL VARIABLE PAY (TVP). (B)	31,578
	ADDITIONAL BENEFITS..... (C)	9,223
	GRATUITY	4,101
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Ref: 640223/1402977/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **SRINIVAS BALABHADRUNI**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	SRINIVAS BALABHADRUNI
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
Per Annum (All figures in INR)	
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP). (B)	25,161
ADDITIONAL BENEFITS. (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPPI)	5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	SRINIVAS BALABHADRUNI	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	85,260
	HRA (@50% OF BASIC)	42,630
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
	FLEXIBLE COMPONENTS OF TFP	102,878
	TOTAL FIXED PAY..... (A)	284,199
	TOTAL VARIABLE PAY (TVP). (B)	31,578
	ADDITIONAL BENEFITS. (C)	9,223
	GRATUITY	4,101
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



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Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

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connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402933/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **GOLI MOHAN**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

Tech Mahindra

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Fax: +91 40 2311 7011

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Mumbai 400001, India
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** - General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	GOLI MOHAN	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	67,935
	HRA (@50% OF BASIC)	33,968
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	FLEXIBLE COMPONENTS OF TFP	73,194
	TOTAL FIXED PAY..... (A)	226,449
	TOTAL VARIABLE PAY (TVP). (B)	25,161
	ADDITIONAL BENEFITS..... (C)	8,390
	GRATUITY	3,268
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

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- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
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- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group



Tech Mahindra Limited
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 Madhapur, Hyderabad 500081, India
 Tel: +91 40 3063 6363
 Fax: +91 40 2311 7011

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 connect@techmahindra.com
 Registered Office:
 Gateway Building, Apollo Bunder
 Mumbai 400001, India
 CIN L64200MH1986PLC041370

ANNEXURE - B

NAME	GOLI MOHAN	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	85,260
	HRA (@50% OF BASIC)	42,630
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
	FLEXIBLE COMPONENTS OF TFP	102,878
	TOTAL FIXED PAY..... (A)	284,199
	TOTAL VARIABLE PAY (TVP). (B)	31,578
	ADDITIONAL BENEFITS. (C)	9,223
	GRATUITY	4,101
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



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Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402922/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **SURYANARAYANA YALLA**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi at 9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	SURYANARAYANA YALLA	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	67,935
	HRA (@50% OF BASIC)	33,968
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	FLEXIBLE COMPONENTS OF TFP	73,194
	TOTAL FIXED PAY..... (A)	226,449
	TOTAL VARIABLE PAY (TVP). (B)	25,161
	ADDITIONAL BENEFITS..... (C)	8,390
	GRATUITY	3,268
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	SURYANARAYANA YALLA
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	85,260
HRA (@50% OF BASIC)	42,630
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
FLEXIBLE COMPONENTS OF TFP	102,878
TOTAL FIXED PAY..... (A)	284,199
TOTAL VARIABLE PAY (TVP), (B)	31,578
ADDITIONAL BENEFITS..... (C)	9,223
GRATUITY	4,101
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



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Fax: +91 40 2311 7011

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Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 640223/1402929/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear TRIMURTHY YETRINJI

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

Tech Mahindra

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Registered Office:
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Mumbai 400001, India
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H - General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan



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CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	TRIMURTHY YETRINJI
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
Per Annum (All figures in INR)	
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP). (B)	25,161
ADDITIONAL BENEFITS. (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000
Mobo Meal (Max Rs. 1100 per month)	13, 200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. **(Contd...)**

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group



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 Fax: +91 40 2311 7011

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 Registered Office:
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 Mumbai 400001, India
 CIN L64200MH1986PLC041370

ANNEXURE - B

NAME	TRIMURTHY YETRINJI
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	85,260
HRA (@50% OF BASIC)	42,630
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
FLEXIBLE COMPONENTS OF TFP	102,878
TOTAL FIXED PAY..... (A)	284,199
TOTAL VARIABLE PAY (TVP). (B)	31,578
ADDITIONAL BENEFITS. (C)	9,223
GRATUITY	4,101
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. **(Contd...)**

ANNEXURE B(Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Ref: 640223/1402909/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear **LOKANATH SHAW**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

Tech Mahindra

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GIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	LOKANATH SHAW
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP). (B)	25,161
ADDITIONAL BENEFITS. (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. **(Contd...)**

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	LOKANATH SHAW
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	85,260
HRA (@50% OF BASIC)	42,630
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
FLEXIBLE COMPONENTS OF TFP	102,878
TOTAL FIXED PAY..... (A)	284,199
TOTAL VARIABLE PAY (TVP)..... (B)	31,578
ADDITIONAL BENEFITS..... (C)	9,223
GRATUITY	4,101
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Ref: 640223/1402969/ELTP

22-DEC-2018

Subject: Offer of Appointment

Dear KOLLI RAVI KUMAR

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **04-APRIL-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Indrasena Reddy Nelaturi** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **30-DEC-2018**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Enc! Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H - General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Pratiksha Bhushan

ANNEXURE - A

NAME	KOLLI RAVI KUMAR
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP). (B)	25,161
ADDITIONAL BENEFITS..... (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAL)	5,122
TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- 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 **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
 - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
 - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
 - Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



PK Sharma
Head, Resource Management Group

ANNEXURE - B

NAME	KOLLI RAVI KUMAR	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	85,260
	HRA (@50% OF BASIC)	42,630
	CONVEYANCE	19,200
	BONUS / STATUTORY BONUS	24,000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,231
	FLEXIBLE COMPONENTS OF TFP	102,878
	TOTAL FIXED PAY..... (A)	284,199
	TOTAL VARIABLE PAY (TVP). (B)	31,578
	ADDITIONAL BENEFITS..... (C)	9,223
	GRATUITY	4,101
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
	TOTAL COST TO COMPANY.(D) = (A) + (B) + (C)	325,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- 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 **Rs. 20 lakh** 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 **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

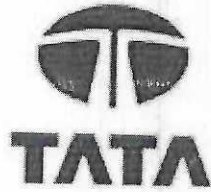
Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group



Offer: Computer Consultancy
Ref: TCSL/CT20213737687/Delhi
Date: 16/03/2019

Dear BALAVANTULA SIVA

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

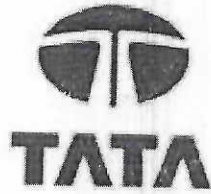
After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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TCSL/CT20213737687

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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 ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.

Loans

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

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Withdrawal of Offer

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

A handwritten signature in black ink, appearing to read 'Girish V. Nandimath'.

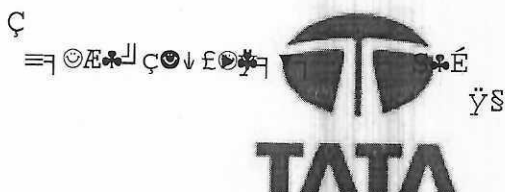
Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737672/Delhi
Date: 16/03/2019

Dear VIJAYA GOWRI NOOKELLA

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- 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.

House Rent Allowance (HRA)

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Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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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

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



components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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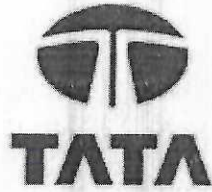
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XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.

Loans

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

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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

A handwritten signature in black ink, appearing to read 'Girish V. Nandimath'.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Offer: Computer Consultancy
Ref: TCSL/CT20213737677/Delhi
Date: 16/03/2019

Dear L VINOND KUMAR

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- 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.

House Rent Allowance (HRA)

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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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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CITY ALLOWANCE

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RETENTION INCENTIVE

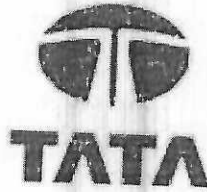
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OTHER BENEFITS

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.

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Offer: Computer Consultancy
Ref: TCSL/CT20213737653/Delhi
Date: 16/03/2019

Dear YERRAGUNTLA PRAKASA RAO

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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COMPENSATION AND BENEFITS

Basic Salary

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BOUQUET OF BENEFITS (BoB)

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For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737644/Delhi
Date: 16/03/2019

Dear SRIMANTH SAI KAMISSETTI

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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TCSL/CT20213737644

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6850 6555 Fax: 91 11 2331 1735 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



XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.

Loans

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

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Yours Sincerely,

For TATA Consultancy Services Limited

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Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737649/Delhi
Date: 16/03/2019

Dear SRI TEJA BUDDALA

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

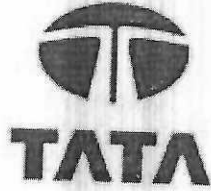
After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737633/Delhi
Date: 16/03/2019

Dear TALATAM NAGA RATNA KUMARI

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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COMPENSATION AND BENEFITS

Basic Salary

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BOUQUET OF BENEFITS (BoB)

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Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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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

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Offer: Computer Consultancy
Ref: TCSL/CT20213737669/Delhi
Date: 16/03/2019

Dear VEERA VENKATA SATYANARAYANA

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.

Loans

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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Withdrawal of Offer

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Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737629/Delhi
Date: 16/03/2019

Dear NAKKA SAI CHANDRA MARKANDEYA

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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.

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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Loans

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Yours Sincerely,

For TATA Consultancy Services Limited

A handwritten signature in black ink, appearing to read 'Girish V. Nandimath'.

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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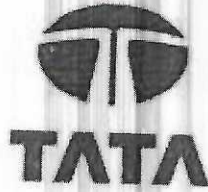
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Offer: Computer Consultancy
Ref: TCSL/CT20213737659/Delhi
Date: 16/03/2019

Dear ADINARAYANA KAMADI

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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COMPENSATION AND BENEFITS

Basic Salary

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BOUQUET OF BENEFITS (BoB)

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Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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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

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PERFORMANCE PAY

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For TATA Consultancy Services Limited

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Girish V. Nandimath
Global Head Talent Acquisition & AIP

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Offer: Computer Consultancy
Ref: TCSL/CT20213737650/Delhi
Date: 16/03/2019

Dear VENKANNA BABU NURUKURTHI

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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COMPENSATION AND BENEFITS

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TATA CONSULTANCY SERVICES

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5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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



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

A handwritten signature in black ink, appearing to read 'Girish V. Nandimath'.

Girish V. Nandimath
Global Head Talent Acquisition & AIP

CS Confidential
TCSL/CT20213737650

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Offer: Computer Consultancy
Ref: TCSL/CT20213737620/Delhi
Date: 16/03/2019

Dear SAI SURESH DESANEEDI

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.

Loans

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

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Strictly Private and Confidential

Date: 03/03/2019

Dear **MANDAPALLI RUDRAKANTH**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to

complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

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

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

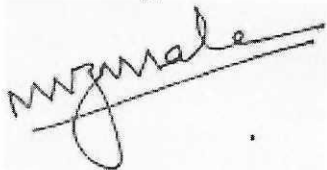
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(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and lookforward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

**COMPENSATION &
BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,83,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500/-
Maximum Annual Total earning potential(A+B)		4,15,500/-
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		INR 25,000/-
(D)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 6,400/-
Notional Insurance Premium paid by Company		INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		INR 415500/-

(E)##Additional Discretionary Reimbursements		INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement		

(F)Optional opportunity to participate in the Employee Share Purchase Plan		INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		

**BE YOURSELF,
MAKE A DIFFERENCE.**

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Strictly Private and Confidential

Date: 03/03/2019

Dear **SIVA KRISHNA KUMAR GAMPALA**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to

complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

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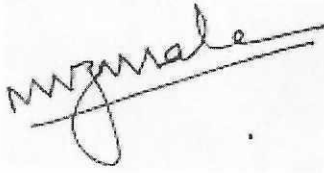
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Date: 03/03/2019

Dear **KRUPANANDARAO RAMADI**

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After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

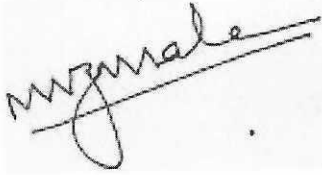
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and lookforward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,83,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500/-
Maximum Annual Total earning potential(A+B)		4,15,500/-
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		INR 25,000/-
(D)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 6,400/-
Notional Insurance Premium paid by Company		INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		INR 415500/-
(E)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(F)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

**BE YOURSELF,
MAKE A DIFFERENCE.**

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Strictly Private and Confidential

Date: 03/03/2019

Dear PUSHPA JYOTHI ROJA PEDDADA

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

Please refer to:

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

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

Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to

complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

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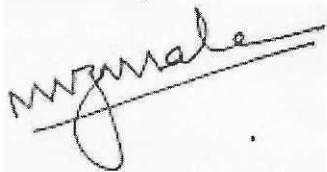
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Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

COMPENSATION & BENEFITS

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Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		INR 415500/-

(E)##Additional Discretionary Reimbursements		INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement		

(F)Optional opportunity to participate in the Employee Share Purchase Plan		INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		

**BE YOURSELF,
MAKE A DIFFERENCE.**

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Strictly Private and Confidential

Date: 03/03/2019

Dear **ANU PALLAVI CHIPPADA**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced*Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

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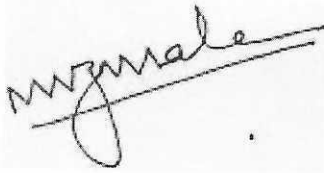
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Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

COMPENSATION & BENEFITS

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MAKE A DIFFERENCE.**

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Strictly Private and Confidential

Date: 03/03/2019

Dear **VEERENDRA KUMAR NAGIREDDY**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

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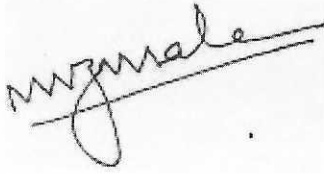
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Date: 03/03/2019

Dear **MD RABBANI**

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Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities

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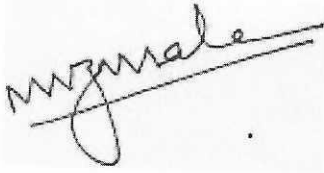
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Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

COMPENSATION & BENEFITS

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(A) Annual Fixed Compensation		3,83,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500/-
Maximum Annual Total earning potential(A+B)		4,15,500/-
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		INR 25,000/-
(D)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 6,400/-
Notional Insurance Premium paid by Company		INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)		INR 415500/-
(E)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(F)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 03/03/2019

Dear **NAGA SAI KUMAR GARAGAPATI**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
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- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to

complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

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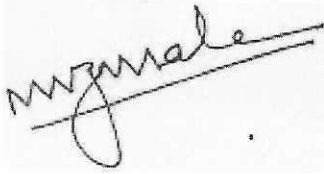
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and lookforward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

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Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		

**BE YOURSELF,
MAKE A DIFFERENCE.**

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Strictly Private and Confidential

Date: 03/03/2019

Dear **DARLA DURGA MADHAVACHARI**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

Job Family Group - Software Engineering

Please refer to:

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Yours sincerely,



Mahesh Vasudeo Zurale Senior Managing Director
Lead, Advanced Technology Centers, India

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BENEFITS**

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accenture

Strictly Private and Confidential

Date: 03/03/2019

Dear **AJAY KUMAR BEEJA**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development

Associate Management Level - 12

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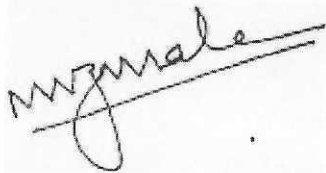
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Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: **MANGA DEVI TALLIBOINA**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **APRIL 22, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **APRIL 22, 2019**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

7284E77297BF40A

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear **MANGA DEVI TALLIBOINA**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

7284E77297BF40A

Signature

Authorized Signatory



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: VARA PRASAD NAMALA

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shimaramu

By:

7284E77297BF40A...

Signature

Authorized Signatory

Deloitte.

Feb 22, 2019

Training Agreement

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We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:



By:

7284E77297BF40A..

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear VARMA GULLULA

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

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Signature

Authorized Signatory



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Ranga Reddy District, Hyderabad - 500032, Telangana,
India

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www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: EMMANUEL MADHAVAN VARASALA

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

7284E77297BF40A...

By:

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear EMMANUEL MADHAVAN VARASALA

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

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Signature

Authorized Signatory



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

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www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: EMMANUEL MADHAVAN

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

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Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

7284E77297BF40A

By:

Signature

Authorized Signatory



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Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: SWAMY NADHAN LANKA

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

7284E77297BF40A

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear **SWAMY NADHAN LANKA**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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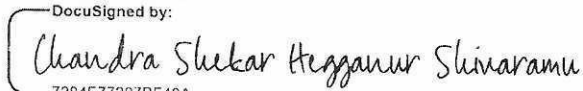
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Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:



By:

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Authorized Signatory



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Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

**Dear: MANIKANTA SWAMY
EETHA**

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For Deloitte Consulting India Private Limited

Best regards,

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Chandra Shekar Hegganur Shivaramu

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Signature

Authorized Signatory

Deloitte.

Feb 22, 2019

Training Agreement

Dear **MANIKANTA SWAMY EETHA**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

7284E7297BF40A

Signature

Authorized Signatory



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: SATYA DURGA BIRUDA

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **APRIL 22, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **APRIL 22, 2019**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:

Chandra Shekar Heggannur Shivaramu

By:

7284E77297BF40A

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear SATYA DURGA BIRUDA

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As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegde Shivaramu

By:

7284E77297BF40A

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear **VEMPATAPU SIVA**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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Sincerely,

For **Deloitte Consulting India Private Limited**

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Chandra Shekar Heggannur Shivaramu

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Signature

Authorized Signatory



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Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

DEAR :SAI NAVEEN REDDY TADIPARTHY

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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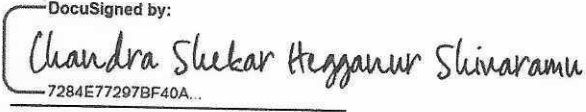
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Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:

By: 7284E77297BF40A...
Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear SAI NAVEEN REDDY TADIPARTHY

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Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

By:

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Authorized Signatory



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Feb 22, 2019

Subject: Offer of Employment

Dear: SAI NAVEEN REDDY

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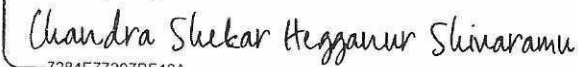
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Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

By: 7284E77297BF40A
Signature

Authorized Signatory



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

Dear: RAMA RAO JUTTU

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Heggannur Shivaramu

By:

7284E77297BF40A...

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear RAMA RAO JUTTU

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Sincerely,

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DocuSigned by:

Chandra Shekar Hegganur Shivaramu

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India

Tel: +91 040 67621000
www.deloitte.com

Feb 22, 2019

Subject: Offer of Employment

DEAR: VENKATA SAI
PURUSHOTHAM ELUGUBA

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

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For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Hegganur Shivaramu

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Feb 22, 2019

Training Agreement

Dear **VENKATA SAI PURUSHOTHAM ELUGUBA**

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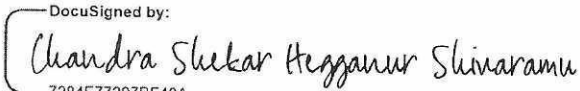
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Feb 22, 2019

Subject: Offer of Employment

Dear NAME: ESWARA RAO ANGADI

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **APRIL 22, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **APRIL 22, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **APRIL 22, 2019**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Chandra Shekar Heggarur Shivaramu

By:

72B4E77297BF40A..

Signature

Authorized Signatory



Feb 22, 2019

Training Agreement

Dear **ESWARA RAO ANGADI**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Associate Analyst** pursuant to the terms and conditions of your offer letter dated **APRIL 22, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

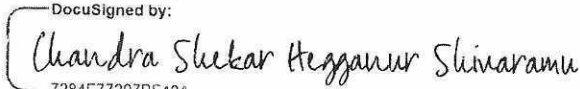
As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:



By:

7284E77297BF40A

Signature

Authorized Signatory



Date: 5th December 2018

OFFER LETTER

DEAR MANGALI TIRUMALESH

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

YOU ARE REQUESTED TO JOIN THE DUTIES AS ON & WITH EFFECT FROM 10th JULY 2019 (JOINING DATE).

YOUR DAILY DUTY HOURS WILL BE 9.30 AM TO 6.30 PM. EVERY SUNDAY WILL BE YOUR WEEKLY OFF (WEEKLY HOLIDAY). THE PROBATION PERIOD IS SIX MONTHS.

YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

OUR COMPANY RULES & REGULATIONS, YOUR JOB PROFILE ETC. HAS BEEN EXPLAINED TO YOU & THE SAME HAS BEEN UNDERSTOOD & ACCEPTED BY YOURSELF, AS PER THE DISCUSSIONS IN PERSON AT THE TIME OF THE INTERVIEW

WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

1. SCHOOL LEAVING CERTIFICATE / BIRTH CERTIFICATE
2. SSC, HSC, GRADUATION, POST GRADUATION MARK SHEET & EXTRA COURSE CERTIFICATE.
3. RELIEVING LETTER & EXPERIENCE LETTER OF ALL PREVIOUS COMPANIES
4. LAST THREE MONTHS SALARY SLIPS & BANK STATEMENT
5. 4 PASSPORT SIZE PHOTOGRAPHS
6. ID PROOF & ADDRESS PROOF (PAN CARD, AADHAR CARD, DRIVING LICENSE & ELECTRICITY BILL)

WE WELCOME YOU TO IRIS POLYMERS INDUSTRIES PVT. LTD. AND LOOK FORWARD TO A LONG AND MUTUAL BENEFICIAL ASSOCIATION.

KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

 Private & Confidential SALARY ANNEXURE			
Name	MANGALI TIRUMALESH		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Mediclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR VEMU SUMANTH

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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YOUR DAILY DUTY HOURS WILL BE 9.30 AM TO 6.30 PM. EVERY SUNDAY WILL BE YOUR WEEKLY OFF (WEEKLY HOLIDAY). THE PROBATION PERIOD IS SIX MONTHS.

YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

OUR COMPANY RULES & REGULATIONS, YOUR JOB PROFILE ETC. HAS BEEN EXPLAINED TO YOU & THE SAME HAS BEEN UNDERSTOOD & ACCEPTED BY YOURSELF, AS PER THE DISCUSSIONS IN PERSON AT THE TIME OF THE INTERVIEW

WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

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4. LAST THREE MONTHS SALARY SLIPS & BANK STATEMENT
5. 4 PASSPORT SIZE PHOTOGRAPHS
6. ID PROOF & ADDRESS PROOF (PAN CARD, AADHAR CARD, DRIVING LICENSE & ELECTRICITY BILL)

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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

 Private & Confidential SALARY ANNEXURE			
Name	VEMU SUMANTH		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Mediclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR ANIL KUMAR THOTAKURA

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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OUR COMPANY RULES & REGULATIONS, YOUR JOB PROFILE ETC. HAS BEEN EXPLAINED TO YOU & THE SAME HAS BEEN UNDERSTOOD & ACCEPTED BY YOURSELF, AS PER THE DISCUSSIONS IN PERSON AT THE TIME OF THE INTERVIEW

WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Private & Confidential SALARY ANNEXURE			
Name	ANIL KUMAR THOTAKURA		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR SHAIK NAGUR SHARIF

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

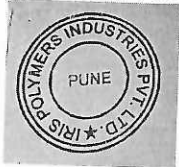
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5. 4 PASSPORT SIZE PHOTOGRAPHS
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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Particulars		Amount in INR		Remarks
		Monthly Salary	Annual Salary	
(A) Fixed Components:				
Basic Salary	8,000	96,000		
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary	
Other Allowances	4,000	48,000		
(A) Total Gross Pay	16,000	1,92,000		
(B) Retirement Benefits:				
Provident Fund	960	11,520	Employer's contribution	
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Employees State Insurance (ESI)	520	6,240	3.25% of gross salary	
(B) Total	1,865	22,378		
(C) Group Medclaim Insurance premium		-		
(D) Employee Deductions:				
Provident Fund	960	11,520	Employee Contribution	
ESIC	120	1,440	0.75% of gross salary	
PT	200	2500		
(D) Total	1,280	23,300		
Net Take home pay (A)-(D)	14,720	1,68,700		
CTC (A)+(B)+(C)	17,865	2,14,378		



Date: 5th December 2018

OFFER LETTER

DEAR SAI KUMAR PINDI

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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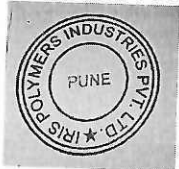
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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

 Private & Confidential SALARY ANNEXURE			
Name	SAI KUMAR PINDI		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
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(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
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ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
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CTC (A)+(B)+ (C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR GOPI CHAND PATHURI

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/-(SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.)DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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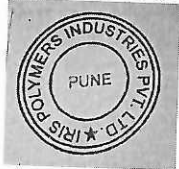
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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

		Private & Confidential SALARY ANNEXURE	
Name	GOPI CHAND PATHURI		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
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(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
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(D) Total	1,280	23,300	
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CTC (A)+(B)+ (C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR NAGA HANUMAN MOGALIPUVVU

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

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WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

1. SCHOOL LEAVING CERTIFICATE / BIRTH CERTIFICATE
2. SSC, HSC, GRADUATION, POST GRADUATION MARK SHEET & EXTRA COURSE CERTIFICATE.
3. RELIEVING LETTER & EXPERIENCE LETTER OF ALL PREVIOUS COMPANIES
4. LAST THREE MONTHS SALARY SLIPS & BANK STATEMENT
5. 4 PASSPORT SIZE PHOTOGRAPHS
6. ID PROOF & ADDRESS PROOF (PAN CARD, AADHAR CARD, DRIVING LICENSE & ELECTRICITY BILL)

WE WELCOME YOU TO IRIS POLYMERS INDUSTRIES PVT. LTD. AND LOOK FORWARD TO A LONG AND MUTUAL BENEFICIAL ASSOCIATION.

KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.:

HR DEPARTMENT



ANNEXURE -1

Particulars		Amount in INR		Remarks
		Monthly Salary	Annual Salary	
(A) Fixed Components:				
Basic Salary	8,000	96,000		
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary	
Other Allowances	4,000	48,000		
(A) Total Gross Pay	16,000	1,92,000		
(B) Retirement Benefits:				
Provident Fund	960	11,520	Employer's contribution	
Gratuity	385	4,618	4.81% of basic salary	
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary	
(B) Total	1,865	22,378		
(C) Group Medclaim Insurance premium		-		
(D) Employee Deductions:				
Provident Fund	960	11,520	Employee Contribution	
ESIC	120	1,440	0.75% of gross salary	
PT	200	2500		
(D) Total	1,280	23,300		
Net Take home pay (A)-(D)	14,720	1,68,700		
CTC (A)+(B)+(C)	17,865	2,14,378		



Date: 5th December 2018

OFFER LETTER

DEAR POOJITHA MATAM

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/-(SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.)DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

YOU ARE REQUESTED TO JOIN THE DUTIES AS ON & WITH EFFECT FROM 10th JULY 2019 (JOINING DATE).

YOUR DAILY DUTY HOURS WILL BE 9.30 AM TO 6.30 PM. EVERY SUNDAY WILL BE YOUR WEEKLY OFF (WEEKLY HOLIDAY). THE PROBATION PERIOD IS SIX MONTHS.

YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

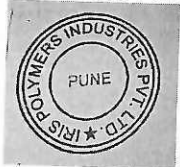
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FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

 Private & Confidential SALARY ANNEXURE			
Name	POOJITHA MATAM		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
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(D) Total	1,280	23,300	
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CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR KOPPULA NARAYANA REDDY

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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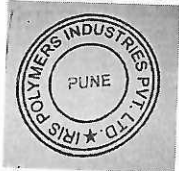
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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Private & Confidential SALARY ANNEXURE			
Name	KOPPULA NARAYANA REDDY		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
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(B) Total	1,865	22,378	
(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+ (C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR KATTA MANIKANTA

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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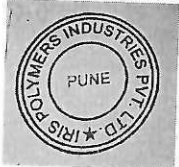
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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

			
Private & Confidential SALARY ANNEXURE			
Name	KATTA MANIKANTA		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Mediclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR VINAY KUMAR CHITIKELA

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

			
Private & Confidential SALARY ANNEXURE			
Name	VINAY KUMAR CHITIKELA		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B) Total	1,865	22,378	
(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR SURESH PAMPANA

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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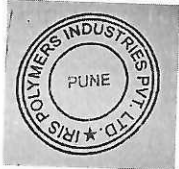
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FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Private & Confidential SALARY ANNEXURE			
Name	SURESH PAMPANA		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
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(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
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PT	200	2500	
(D) Total	1,280	23,300	
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Date: 5th December 2018

OFFER LETTER

DEAR AJAY KUMAR PENUMUCHU

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

		Private & Confidential SALARY ANNEXURE	
Name	AJAY KUMAR PENUMUCHU		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
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(B) Total	1,865	22,378	
(C) Group Medclaim Insurance premium		-	
(D) Employee Deductions:			
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ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
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CTC (A)+(B)+(C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR DANDU SATYANARAYANA

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Private & Confidential SALARY ANNEXURE			
Name	DANDU SATYANARAYANA		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A) Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B) Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
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CTC (A)+(B)+ (C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR AMAJA VEEERA GANESHWARA RAO

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/- (SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.) DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

YOU ARE REQUESTED TO JOIN THE DUTIES AS ON & WITH EFFECT FROM 10th JULY 2019 (JOINING DATE).

YOUR DAILY DUTY HOURS WILL BE 9.30 AM TO 6.30 PM. EVERY SUNDAY WILL BE YOUR WEEKLY OFF (WEEKLY HOLIDAY). THE PROBATION PERIOD IS SIX MONTHS.

YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

OUR COMPANY RULES & REGULATIONS, YOUR JOB PROFILE ETC. HAS BEEN EXPLAINED TO YOU & THE SAME HAS BEEN UNDERSTOOD & ACCEPTED BY YOURSELF, AS PER THE DISCUSSIONS IN PERSON AT THE TIME OF THE INTERVIEW

WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

1. SCHOOL LEAVING CERTIFICATE / BIRTH CERTIFICATE
2. SSC, HSC, GRADUATION, POST GRADUATION MARK SHEET & EXTRA COURSE CERTIFICATE.
3. RELIEVING LETTER & EXPERIENCE LETTER OF ALL PREVIOUS COMPANIES
4. LAST THREE MONTHS SALARY SLIPS & BANK STATEMENT
5. 4 PASSPORT SIZE PHOTOGRAPHS
6. ID PROOF & ADDRESS PROOF (PAN CARD, AADHAR CARD, DRIVING LICENSE & ELECTRICITY BILL)

WE WELCOME YOU TO IRIS POLYMERS INDUSTRIES PVT. LTD. AND LOOK FORWARD TO A LONG AND MUTUAL BENEFICIAL ASSOCIATION.

KINDLY ACCEPT & ACKNOWLEDGE THE SAME.




FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

 Private & Confidential SALARY ANNEXURE			
Name	AMAJA VEEERA GANESHWARA RAO		
Designation	Sales Executive		
Division	West Godavari		
Band	S1		
Particulars	Amount in INR		Remarks
	Monthly Salary	Annual Salary	
(A)Fixed Components:			
Basic Salary	8,000	96,000	
House Rent Allowance (HRA)	4,000	48,000	50% of basic salary
Other Allowances	4,000	48,000	
(A) Total Gross Pay	16,000	1,92,000	
(B)Retirement Benefits:			
Provident Fund	960	11,520	Employer's contribution
Gratuity	385	4,618	4.81% of basic salary
Employees State Insurance (ESI)	520	6,240	3.25% of gross salary
(B)Total	1,865	22,378	
(C)Group Mediciclaim Insurance premium		-	
(D)Employee Deductions:			
Provident Fund	960	11,520	Employee Contribution
ESIC	120	1,440	0.75% of gross salary
PT	200	2500	
(D) Total	1,280	23,300	
Net Take home pay (A)-(D)	14,720	1,68,700	
CTC (A)+(B)+ (C)	17,865	2,14,378	



Date: 5th December 2018

OFFER LETTER

DEAR GUTHULA AJAY KUMAR

WE TAKE A GREAT PLEASURE TO OFFER A POST (JOB) AS "SALES EXECUTIVE" AT THE GRADE S1 IN OUR ORGANISATION –BASE LOCATION-WEST GODAVARI,AP

YOUR MONTHLY CTC WILL BE RS. 17,865/-(SEVENTEEN THOUSAND EIGHT HUNDRED AND SIXTY FIVE ONLY) PER MONTH (MONTHLY SALARY DEDUCTIONS AS PER GOVERNMENT APPLICABLE.)DETAILED CTC BREAKUP IS GIVEN IN ANNEXURE - 1.

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YOUR REPORTING DURING DUTY HOURS WILL BE TO ZONAL MANAGER- SOUTH REGION OF IRIS POLYMERS INDUSTRIES PVT. LTD.

OUR COMPANY RULES & REGULATIONS, YOUR JOB PROFILE ETC. HAS BEEN EXPLAINED TO YOU & THE SAME HAS BEEN UNDERSTOOD & ACCEPTED BY YOURSELF, AS PER THE DISCUSSIONS IN PERSON AT THE TIME OF THE INTERVIEW

WE REQUEST YOU TO BRING FOLLOWING DOCUMENTS, WITH ORIGINAL FOR VERIFICATION, AT THE TIME OF JOINING: -

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2. SSC, HSC, GRADUATION, POST GRADUATION MARK SHEET & EXTRA COURSE CERTIFICATE.
3. RELIEVING LETTER & EXPERIENCE LETTER OF ALL PREVIOUS COMPANIES
4. LAST THREE MONTHS SALARY SLIPS & BANK STATEMENT
5. 4 PASSPORT SIZE PHOTOGRAPHS
6. ID PROOF & ADDRESS PROOF (PAN CARD, AADHAR CARD, DRIVING LICENSE & ELECTRICITY BILL)

WE WELCOME YOU TO IRIS POLYMERS INDUSTRIES PVT. LTD. AND LOOK FORWARD TO A LONG AND MUTUAL BENEFICIAL ASSOCIATION.

KINDLY ACCEPT & ACKNOWLEDGE THE SAME.



FOR IRIS POLYMERS INDUSTRIES PVT. LTD.

HR DEPARTMENT



ANNEXURE -1

Particulars		Amount in INR		Remarks
		Monthly Salary	Annual Salary	
Private & Confidential SALARY ANNEXURE				
Name		GUTHULA AJAY KUMAR		
Designation		Sales Executive		
Division		West Godavari		
Band		S1		
(A)Fixed Components:				
Basic Salary		8,000	96,000	
House Rent Allowance (HRA)		4,000	48,000	50% of basic salary
Other Allowances		4,000	48,000	
(A) Total Gross Pay		16,000	1,92,000	
(B)Retirement Benefits:				
Provident Fund		960	11,520	Employer's contribution
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Employees State Insurance (ESI)		520	6,240	3.25% of gross salary
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(C)Group Mediciclaim Insurance premium			-	
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Provident Fund		960	11,520	Employee Contribution
ESIC		120	1,440	0.75% of gross salary
PT		200	2500	
(D) Total		1,280	23,300	
Net Take home pay (A)-(D)		14,720	1,68,700	
CTC (A)+(B)+ (C)		17,865	2,14,378	



APPOINTMENT LETTER

Mr. CH Jaya Prakash

Employee Id: AP0317

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

The following are the terms and conditions of your appointment at **Gram Tarang Inclusive Development Services Pvt. Ltd.** that must be carefully reviewed at your end before signing the letter:

JOB DESCRIPTION:

As a Drone Pilot, you must:

- Check drones before a flight to ensure safe and proper Agri operation.
- Analyse weather forecasts to ensure safe flights.
- Document pre- and post-flight logs.
- Monitor drones during flight.
- Plan drone flight routes.
- Navigate drones along designated paths.
- Gather information or produce aerial data, as needed.
- Perform equipment testing, troubleshooting and maintenance.
- Travelling by E-rickshaw to farmer's location for Demonstration of Drones.
- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLP)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



CODE OF CONDUCT:

- You will maintain the highest standards of professional integrity, always. Indulging in indiscipline, encouraging groups among staff, breaching confidentiality, and disobeying the orders of superiors will be considered a violation of the code of conduct of the Company.
- The above list is by no means exhaustive and is only indicative in nature.
- If you leave the job within a year, you are liable to reimburse Training Fee of Rs. 65,000.

REVISION CLAUSE:

- This appointment is valid for the period and as per the specified terms unless explicitly terminated by an order of the management. The appointment will be reviewed and renewed every year.
- The renewed appointment could either be a simple renewal, or a renewal with a review of terms & conditions including the remuneration.

TERMINATION:

- The Company can terminate the employment if the performance standards are not met, or the code of conduct is violated. However, the same shall be guided by the principles of natural justice, and fair play, and may allow the employee reasonable chances of improvement unless the offenses are of grave nature.
- 2 Months notice period is a must in case of resignation and you need to clear all dues, obtain all necessary approvals / clearances before the last working day.
- No termination shall be affected without giving the party an opportunity to be heard.
- The **employment can be terminated** by the Employer by giving **one month's notice**.
- Generally, a **month's pay** shall be considered the equivalent of the **notice period**.

ADMINISTRATION:

- For this employment, the Administrative Officer shall be the administrative and joining authority; the HR Manager shall be the appeals authority.
- Wherever not mentioned, the rules of GTIDS from time to time as well as the general rules guiding good company standards will be referred to.
- However, such reference shall only take place if such specific terms are not mentioned in this letter.

Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





APPOINTMENT LETTER

Mr. Gopi Krishna Yalagala

Employee Id: AP0319

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

The following are the terms and conditions of your appointment at **Gram Tarang Inclusive Development Services Pvt. Ltd.** that must be carefully reviewed at your end before signing the letter:

JOB DESCRIPTION:

As a Drone Pilot, you must:

- Check drones before a flight to ensure safe and proper Agri operation.
- Analyse weather forecasts to ensure safe flights.
- Document pre- and post-flight logs.
- Monitor drones during flight.
- Plan drone flight routes.
- Navigate drones along designated paths.
- Gather information or produce aerial data, as needed.
- Perform equipment testing, troubleshooting and maintenance.
- Travelling by E-rickshaw to farmer's location for Demonstration of Drones.
- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVL P)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



CODE OF CONDUCT:

- You will maintain the highest standards of professional integrity, always. Indulging in indiscipline, encouraging groups among staff, breaching confidentiality, and disobeying the orders of superiors will be considered a violation of the code of conduct of the Company.
- The above list is by no means exhaustive and is only indicative in nature.
- If you leave the job within a year, you are liable to reimburse Training Fee of Rs. 65,000.

REVISION CLAUSE:

- This appointment is valid for the period and as per the specified terms unless explicitly terminated by an order of the management. The appointment will be reviewed and renewed every year.
- The renewed appointment could either be a simple renewal, or a renewal with a review of terms & conditions including the remuneration.

TERMINATION:

- The Company can terminate the employment if the performance standards are not met, or the code of conduct is violated. However, the same shall be guided by the principles of natural justice, and fair play, and may allow the employee reasonable chances of improvement unless the offenses are of grave nature.
- 2 Months notice period is a must in case of resignation and you need to clear all dues, obtain all necessary approvals / clearances before the last working day.
- No termination shall be affected without giving the party an opportunity to be heard.
- The **employment can be terminated** by the Employer by giving **one month's notice**.
- Generally, a **month's pay** shall be considered the equivalent of the **notice period**.

ADMINISTRATION:

- For this employment, the Administrative Officer shall be the administrative and joining authority; the HR Manager shall be the appeals authority.
- Wherever not mentioned, the rules of GTIDS from time to time as well as the general rules guiding good company standards will be referred to.
- However, such reference shall only take place if such specific terms are not mentioned in this letter.

Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Chakradhar Veeragattapu

Employee Id: AP0327

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

The following are the terms and conditions of your appointment at **Gram Tarang Inclusive Development Services Pvt. Ltd.** that must be carefully reviewed at your end before signing the letter:

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- Navigate drones along designated paths.
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- Perform equipment testing, troubleshooting and maintenance.
- Travelling by E-rickshaw to farmer's location for Demonstration of Drones.
- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLVP)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





APPOINTMENT LETTER

Mr. Venkata Chandra Sekhar

Employee Id: AP0347

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- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLP)** as per the schemes launched by the organization from time to time.
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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Kali Aravind S

Employee Id: AP0360

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

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- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLV)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.

Vizag Office: Flat No: 501, Akruthi's Vijayalaxmi Residency, P & T Colony, Visakhapatnam- 530013

Bhubaneswar Office: HIG 5, BDA Duplex Phase I, Pokhariput, Bhubaneswar -751020

www.gramtarang.org | E-mail: info@gramtarang.org | Phone +0891 2723491



CODE OF CONDUCT:

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- However, such reference shall only take place if such specific terms are not mentioned in this letter.

Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Nandan Sandi

Employee Id: AP0330

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

The following are the terms and conditions of your appointment at **Gram Tarang Inclusive Development Services Pvt. Ltd.** that must be carefully reviewed at your end before signing the letter:

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- Perform equipment testing, troubleshooting and maintenance.
- Travelling by E-rickshaw to farmer's location for Demonstration of Drones.
- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLP)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



CODE OF CONDUCT:

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- The above list is by no means exhaustive and is only indicative in nature.
- If you leave the job within a year, you are liable to reimburse Training Fee of Rs. 65,000.

REVISION CLAUSE:

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Regards

Padmana Kumar
HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Srinivasulu P

Employee Id: AP0373

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

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- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

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REMUNERATION:

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OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.

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Regards

Padmana Kumar
HR Manager



Gram Tarang Inclusive Development Services Pvt. Ltd.



Date: 22-11-2018

APPOINTMENT LETTER

Mr. Yaswanth Kunchapu

Employee Id: AP0349

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Padmana Kumar
HR Manager



Gram Tarang Inclusive Development Services Pvt. Ltd.



Date: 22-11-2018

APPOINTMENT LETTER

Mr. Jakkala Papalu
Employee Id: AP0323

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Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Satish Isukapatla

Employee Id: AP0398

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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Bala Krishna Ginjupalli

Employee Id: AP0309

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HR Manager

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Date: 22-11-2018

APPOINTMENT LETTER

Mr. Shyam Kumar Gandhi
Employee Id: AP0383

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Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Ms. Pavithra Devalla

Employee Id: AP0371

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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Guru Swamy Bobburi

Employee Id: AP0371

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

The following are the terms and conditions of your appointment at **Gram Tarang Inclusive Development Services Pvt. Ltd.** that must be carefully reviewed at your end before signing the letter:

JOB DESCRIPTION:

As a Drone Pilot, you must:

- Check drones before a flight to ensure safe and proper Agri operation.
- Analyse weather forecasts to ensure safe flights.
- Document pre- and post-flight logs.
- Monitor drones during flight.
- Plan drone flight routes.
- Navigate drones along designated paths.
- Gather information or produce aerial data, as needed.
- Perform equipment testing, troubleshooting and maintenance.
- Travelling by E-rickshaw to farmer's location for Demonstration of Drones.
- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLV)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.

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Bhubaneswar Office: HIG 5, BDA Duplex Phase I, Pokhariput, Bhubaneswar -751020

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CODE OF CONDUCT:

- You will maintain the highest standards of professional integrity, always. Indulging in indiscipline, encouraging groups among staff, breaching confidentiality, and disobeying the orders of superiors will be considered a violation of the code of conduct of the Company.
- The above list is by no means exhaustive and is only indicative in nature.
- If you leave the job within a year, you are liable to reimburse Training Fee of Rs. 65,000.

REVISION CLAUSE:

- This appointment is valid for the period and as per the specified terms unless explicitly terminated by an order of the management. The appointment will be reviewed and renewed every year.
- The renewed appointment could either be a simple renewal, or a renewal with a review of terms & conditions including the remuneration.

TERMINATION:

- The Company can terminate the employment if the performance standards are not met, or the code of conduct is violated. However, the same shall be guided by the principles of natural justice, and fair play, and may allow the employee reasonable chances of improvement unless the offenses are of grave nature.
- 2 Months notice period is a must in case of resignation and you need to clear all dues, obtain all necessary approvals / clearances before the last working day.
- No termination shall be affected without giving the party an opportunity to be heard.
- The **employment can be terminated** by the Employer by giving **one month's notice**.
- Generally, a **month's pay** shall be considered the equivalent of the **notice period**.

ADMINISTRATION:

- For this employment, the Administrative Officer shall be the administrative and joining authority; the HR Manager shall be the appeals authority.
- Wherever not mentioned, the rules of GTIDS from time to time as well as the general rules guiding good company standards will be referred to.
- However, such reference shall only take place if such specific terms are not mentioned in this letter.

Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Narendra Bandi
Employee Id: AP0356

Welcome to **GRAM TARANG INCLUSIVE DEVELOPMENT SERVICES PVT. LTD.** We are pleased to offer you an Appointment as **Drone Pilot** at Gram Tarang Inclusive Development Services Pvt. Ltd. You are recruited on a contract basis and the contract will be valid for up to One Year commencing from your date of joining, which shall be on the **1st June 2019**, and your initial place of posting shall be at **Tenali, Andhra Pradesh** (*you may be ready to relocate to other locations within or outside the state based on organizational requirements*).

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- Flying Drones carrying farmer's fertilizers in farmer's fields.
- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
- You will earn **ADDITIONAL Performance linked Variable Pay (PVLP)** as per the schemes launched by the organization from time to time.
- You will be entitled to annual **Medical Insurance Coverage**, as per rules of the Company.
- In addition, a **Personal Accident Cover of 20 lakhs shall be provided to you.**

OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. Daiva Prasad Badimela
Employee Id: AP0388

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- Billing & Collecting rental amount for drones used in farmer's Farm/Field.
- Ensure that the Drones & E-rickshaws are properly maintained.

PERFORMANCE STANDARD:

- You will have to maintain the highest standards of professional excellence in your work.
- You will be evaluated on the level of services provided by you based on the feedback from your Superiors/Management of the Company.

REMUNERATION:

- You will receive a Monthly consolidated pay of Rs **15,000/-** (Rupees Fifteen Thousand only).
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OTHER BENEFITS:

- You will be entitled to leaves, as per the rules of the Company.



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Regards

Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.





Date: 22-11-2018

APPOINTMENT LETTER

Mr. SivaNag Prasanth Aduri

Employee Id: AP0369

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Padmana Kumar

HR Manager

Gram Tarang Inclusive Development Services Pvt. Ltd.

